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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

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CAUT Committee to Investigate Allegations at York

At the request of the York University Faculty Association, CAUT has appointed an ad hoc investigatory committee to look into allegations of threats to freedom of expression and to academic freedom at York as well as allegations of inappropriate governance practices at the university.

Members of the committee are Rebecca Coulter, an associate professor of education at the University of Western Ontario, and Kenneth Field who is head of access services at Trent University's Bata Library.

The terms of reference for the committee are to determine whether there were threats to, or breaches of, rights to free expression and academic freedom, whether there were inappropriate governance practices and to make recommendations to deal with any problems the investigators may find.

Concerns about freedom of expression at York peaked in January after Toronto police violently ended a peaceful student demonstration, resulting in the arrest of five of the demonstrators and hospitalization of one student. The administration's actions were condemned by the York University Senate, the faculty association, the York Federation of Students, the York University Graduate Students Association and CUPE Local 3903, which represents teaching assistants and contract academic staff.

In 2004, the university was also the centre of attention nationally when York president Lorna Marsden handed student Daniel Freeman-Maloy a three-year suspension and banned him from cam-

CAUT Committee Calls for End to McMaster Policy



McMaster sparked CAUT investigation by limiting its academic staff's right to acknowledge their university affiliation in talking with the media.

CAUT has called on McMaster University to reverse one of its policies that threatens academic freedom. The policy, adopted by the McMaster senate in 2003, prohibits academic staff from referring to their affiliation to McMaster when expressing an opinion to the media that is unrelated to their area of "academic or professional expertise."

CAUT's action is based on the report of an ad hoc investigatory committee formed in December 2003 to examine the McMaster guidelines. The report, authored by William Bruneau, professor

emeritus of educational theory at the University of British Columbia and Ted Hannah, professor of psychology at Memorial University of Newfoundland, says the McMaster policy "would be seen as an unacceptable restraint on academic freedom in any other university or college in Canada."

The report maintains that academics have a duty and a responsibility to engage actively and vigorously in public debate. "Credibility is important in debate and a professor's university affiliation is

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L'ACPPU demande à McMaster de faire marche arrière

L'ACPPU a demandé à l'Université McMaster d'abolir la politique de cet établissement qui menace la liberté académique. En effet, adoptée par le sénat de McMaster en 2003, cette politique interdit aux membres du corps universitaire de faire mention de leur affiliation à l'Université McMaster lorsqu'ils expriment devant les médias une opinion qui échappe à leurs compétences universitaires ou à leurs domaines de spécialisation.

L'ACPPU appuie sa revendication sur les conclusions du rapport d'un comité spécial chargé en décembre 2003 de mener une enquête sur les lignes directrices de l'Université McMaster. Selon le rapport rédigé par William Bruneau, professeur émérite de théorie de l'éducation à l'Université de la Colombie-Britannique, et par Ted Hannah, professeur de psychologie à l'Université Memorial de Terre-Neuve, la politique de McMaster

ter « serait perçue comme une atteinte inacceptable à la liberté académique dans tous les autres collèges ou universités du Canada ».

Le rapport soutient que les universitaires ont l'obligation et la responsabilité de participer activement et vigoureusement aux débats publics. « La crédibilité est une composante essentielle du

Voir McMaster à la page A6

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NEWS ACTUALITÉS

L'ACPPU contribue aux pressions de l'IE exercées auprès de l'OMC

Le Canada demeure l'un des quelques pays développés qui ont refusé à ce jour de négocier les services d'éducation à l'AGCS.

EN février, l'ACPPU rejoignait les rangs d'une délégation internationale afin d'exercer des pressions intensives auprès des négociateurs commerciaux en chef au siège de l'Organisation mondiale du commerce à Genève en Suisse.

Organisées par l'Internationale de l'éducation, qui représente 350 organisations de professeurs de par le monde, les rencontres de lobbying visaient principalement à convaincre les principaux pays de ne prendre aucun engagement commercial en matière d'éducation et d'autres services publics au cours de l'actuel processus de négociation ayant pour but d'étendre la controverse Accord général sur le commerce des services.

David Robinson, directeur général associé de l'ACPPU, qu'Elie Jouen, sous-secrétaire général de l'IE avait invité à prendre part aux pressions, était accompagné de Carolyn Allport de l'Australian National Tertiary Education Union, d'Angela Roger de la U.K. Association of University Teachers, d'Ann Shadwick de la U.S. National Education Association, d'Assibi Napoé, coordonnateur en chef de l'IE pour l'Afrique, de Monique Fouilhoux, coordonnatrice de l'éducation et l'emploi au sein de l'IE, et de Mike Waghorne de l'Internationale des services publics.

« Alors que l'éducation n'est pas la priorité de l'actuelle ronde de pourparlers, il s'agit néanmoins d'un des principaux sujets que les pays développés soulèvent dans le but d'ouvrir les marchés du sud », a déclaré M. Robinson.

Celui-ci a déclaré qu'au moment de la mise en œuvre initiale de l'AGCS en 1994 dans le cadre de ce qui est communément appelé les négociations de l'Uruguay Round, bon nombre de pays en développement se sont engagés à ouvrir leurs marchés dans les domaines des services d'éducation afin que les fournisseurs étrangers puissent ainsi bénéficier d'un accès quasi illimité aux marchés locaux.

Cependant, étant confrontés à un afflux de fournisseurs privés de qualité douteuse, bon nombre de ces pays se demandent maintenant si ce fut une décision sage.

Ransford Smith, ambassadeur de la Jamaïque auprès de l'OMC, a déclaré à la délégation de l'IE que malgré qu'il ne soit pas certain que la décision prise par son pays d'ouvrir les services d'éducation dans le cadre de l'AGCS ait eu des conséquences négatives jusqu'à présent, il a reconnu qu'on avait accordé peu d'attention à l'impact à long terme de la libéralisation commerciale sur le système d'éducation en Jamaïque.

Selon M. Smith, « le problème fondamental réside dans l'insuffisance des compétences techniques lorsque vient le temps de négocier des ententes commerciales dans les pays moins développés. Par conséquent, je crois pouvoir dire sans danger que certains pays moins développés ne savaient pas ce qu'ils faisaient en prenant des engagements dans le cadre de l'AGCS au cours de la dernière série de pourparlers. »

Shaista Sohail, négociatrice agissant au nom du Pakistan, a indiqué que son pays souffrait « d'une véritable pénurie d'expertise technique lorsqu'il s'agissait de déterminer les secteurs et l'ampleur d'une éventuelle libéralisation ».

Mme Sohail a déclaré que son ministère avait fait appel à un expert de l'extérieur pour obtenir des conseils sur la question de savoir si on devait prendre dans le cadre de l'AGCS des engagements en ce qui a trait aux services d'éducation. L'expert-conseil a recommandé au Pakistan de libéraliser entièrement ses secteurs de l'enseignement primaire, secondaire et supérieur.

M. Robinson a signalé qu'au moment où la délégation de l'IE l'avait questionné sur les impacts possibles des engagements de l'AGCS sur certaines politiques pakistanaises en matière d'éducation, Mme Sohail avait reconnu qu'on devait étudier davantage la question avant de déposer officiellement une offre.

D'autres pays, cependant, ne pourront s'offrir le luxe de reconstruire le conseil qu'ils ont reçu. Le 21 février, l'Indonésie déposait sa première offre dans le cadre de l'AGCS pour ainsi ouvrir ses secteurs de l'éducation et de la santé aux fournisseurs de services de l'étranger.

« Bon nombre de pays en développement se font dire que s'ils prennent des engagements en vertu de l'AGCS, on encouragera ainsi un nombre plus élevé de fournisseurs étrangers à ouvrir boutique et qu'une telle situation aidera à répondre aux besoins en éducation de leurs citoyens tout en favorisant le développement », a déclaré M. Robinson. « Cependant, ils ignorent que les engagements en vertu de l'AGCS limitent considérablement l'espace politique dont les gouvernements ont besoin pour imposer une réglementation qui répond le mieux possible à leurs besoins en développement. Et l'afflux de fournisseurs privés à but lucratif ne fait

que miner un système d'éducation public déjà affaibli dans ces pays. »

Pour ces raisons, indique M. Robinson, certains pays qu'il a rencontrés à Genève, dont le Brésil et l'Afrique du Sud, ont exprimé publiquement leur opposition à l'intégration de l'éducation dans l'AGCS.

« Nous croyons fermement que l'AGCS ne devrait pas s'appliquer aux services publics comme l'éducation », selon Audo Araújo Faleiro, membre de la mission permanente du Brésil. « Trop d'ambiguités et d'incertitudes entourent l'AGCS. Nous pensons qu'il est urgent de clarifier les règles de l'AGCS pour réaffirmer le droit des états de réglementer et d'imposer des politiques. »

Dans bien des pays industrialisés, cependant, on considère l'AGCS comme une façon de susciter sur le plan commercial des occasions encore jamais vues dans les pays en développement en permettant à leurs fournisseurs de concurrencer les secteurs qu'on a toujours considérés comme des services publics, telle l'éducation.

« Notre intérêt n'est pas que commercial, mais c'est un secret de polichinelle que l'exportation des services d'éducation revêt pour nous une grande importance », a déclaré William Thorn, conseiller en éducation au sein de la délégation australienne, lors de sa rencontre avec le groupe de l'IE. « Nous demandons simplement que les autres pays nous imitent en offrant à nos exportateurs un meilleur accès à leurs marchés. »

À l'instar de l'Australie, les États-Unis, la Nouvelle-Zélande, la Norvège et le Japon ont également demandé que les pays prennent en matière d'éducation des engagements en vertu de l'AGCS.

Le Canada, par contre, demeure l'un des quelques pays développés qui ont refusé à ce jour de négocier les services d'éducation.

« Nous ne prendrons aucun engagement en matière de services d'éducation et nous n'avons présenté aucune demande aux autres pays », a déclaré Bernard Il, directeur adjoint de la Direction de la politique commerciale sur les services pour le Canada. « Certains pays s'intéressent grandement au secteur de l'éducation. Certains d'entre eux nous ont demandé de nous engager dans le domaine des services d'éducation. Nous avons refusé et nous continuerons de le faire. »

Au cours des trois journées de réunions à Genève, le groupe de l'IE a rencontré une douzaine de délégations officielles de divers pays, ainsi qu'Alejandro Jara, président du Comité des services commerciaux et chargé d'encastrer les pourparlers de l'AGCS.

Dans le cadre d'un échange d'une étonnante franchise, M. Jara a reconnu que les négociations avançaient péniblement pour diverses raisons, dont les problèmes au niveau de l'AGCS en tant que tel.

« L'AGCS est récent et enferme donc de nombreux points ambigus que nous devrons probablement clarifier », a déclaré M. Jara. « Je crois également qu'il faille se pencher sur la qualité des règles. En ajoutant ceci au fait que nous ignorons tout simplement la façon de négocier des services de façon efficace et au manque d'outils nous permettant de traiter les questions politiques delicates dans le domaine des services, il n'est pas vraiment étonnant que nous faisions face à un avenir incertain. »

Le nouvel ambassadeur de la Jamaïque est toutefois allé plus loin en déclarant que les pourparlers se trouvent peut-être dans une impasse.

« Je considère que la libéralisation des services a peut-être atteint sa limite et qu'elle doit en rester là pour l'instant », a déclaré M. Smith.

Malgré le lentement des progrès, cependant, David Robinson de l'ACPPU nous avertit que l'IE et ses sociétés affiliées doivent poursuivre leurs pressions tant à l'échelle nationale qu'internationale pour s'assurer que davantage de pays n'intègrent les services d'éducation à l'AGCS.

« On peut assister à un véritable effet boule de neige même si un seul pays refuse de s'engager en matière d'éducation », a ajouté-t-il.

Dans cette optique, l'IE prévoit de tenir en avril un séminaire spécial sur l'AGCS et l'éducation au siège social de l'UNESCO à Paris.

« Nous nous sommes adressés aux représentants commerciaux. La prochaine étape lors du séminaire consistera à parler avec les représentants en éducation de chacun des pays représentés à l'UNESCO », a souligné M. Jouen de l'IE. ■

Traduit de l'article « CAUT Joins IE Lobby of World Trade Negotiators » (Bulletin de l'ACPPU, mars 2005).

COMMENTARY

TRIBUNE LIBRE

PRESIDENT'S COLUMN

Funders Must Not Control Research



By LORETTA CZERNIS

At the end of 2004 CAUT launched its Freedom to Publish campaign based on the need to protect the freedom of academics to publish and disclose risks. This protection can only be achieved by negotiating appropriate language in collective agreements and by having senates adopt policies to refuse funds from research sponsors who insist on limiting the right to publish research findings.

Unfortunately some university policies are full of sentimental rhetoric but provide no real protection for academics. In fact, policies exist that restrict dissemination of research findings for unreasonably long periods of time and even indefinitely. This kind of suppression is justified by university officials with arguments that refer to short-term economic gain. However, in the long run, such actions are bad for our universities and bad for our society.

Consider for a moment the implications of suppressing commercially unfavorable research results. Did citizens benefit from disclosure by Nancy Olivieri and David Healy after failed attempts to silence them? Absolutely. Their example has been so significant it's influenced the medical profession. In December the American Medical Association passed a resolution that aims to end secrecy in research contracts with pharmaceutical and medical equipment companies. This move highlights the breadth of the problems for researchers.

Recently there has been a gradual and subtle erosion of our right to public disclosure of research results. This erosion continues because many of us are unaware of the weaknesses in our university policies.

The only justification for a delay in publishing is to allow for the filing of patents. Sixty days is sufficient for that purpose. There should be no limit on publication longer than this. Policies should be modified to reflect this more reasonable timeframe.

Restrictions on publication can be detrimental to academic careers, especially in rapidly advancing research areas. Strong language should be included in agreements reflecting the absolute right of academic staff to make their research findings public. It is also essential that researchers have a clear right to inform the scientific community, their research subjects, and the public of any risks to research participants or risks to the general public, or threats to the public interest that become known in the course of their research.

To fight for strong language means we must resist a fundamental cause of attempts to suppress publication, namely commercialization. This is a fight to protect the reputation of our universities with the public and to protect the integrity of our work.

Are we only self-interested players who will quietly accept codes of silence imposed by our administrations under pressure for corporate sponsors? Or will we do the right thing and strive for openness? ■

LE MOT DE LA PRÉSIDENTE

Non au contrôle des commanditaires

Par LORETTA CZERNIS

L'ACPPU a lancé, à la fin de 2004, une campagne en faveur de la liberté de publier fondée sur la nécessité de protéger la liberté académique de publier et de divulguer des renseignements sur les risques. Cette protection ne saurait être assurée sans que les associations de personnel académique négocient le langage approprié dans leurs conventions collectives et que les sénats adoptent des politiques interdisant d'accepter des fonds des commanditaires qui tiennent absolument à limiter le droit de publier les résultats de recherche.

Malheureusement, certaines politiques universitaires débordent de discours sentimental et n'offrent aucune protection réelle aux universités. En fait, il existe des politiques qui restreignent la communication des résultats de recherche pour des périodes excessives, voire indéfinies. Les dirigeants des universités appuient ce type de restriction sur des arguments qui privilient les gains économiques à court terme. À la longue, cependant, ces mesures sont néfastes tant pour nos universités que pour notre société.

Arrêtons-nous un moment aux répercussions qu'en entraînerait l'élimination des recherches dont les résultats ne présentent aucun intérêt commercialisable. Les citoyens

ont-ils tiré avantage des divulgations que Nancy Olivieri et David Healy ont faites après qu'on eut tenté en vain de les réduire au silence? Absolument. Leur exemple, de part son importance, a influencé la profession médicale dans son ensemble. En décembre dernier, l'American Medical Association a adopté une résolution visant à mettre fin à la quête de confidentialité dans les contrats de recherche passés avec les sociétés pharmaceutiques et les entreprises d'équipement médical. Cette démarche met en lumière l'ampleur des problèmes auxquels les chercheurs sont confrontés.

Le droit du public d'être informé sur les résultats de recherche se détériore depuis quelque temps de façon graduelle et subtile. Si cette érosion se poursuit, c'est parce que nous sommes inconscients des faiblesses de nos politiques universitaires.

La seule raison qui justifie un délai de publication est de permettre le dépôt d'un brevet d'invention. Soixante jours sont suffisants à cette fin. Aucun délai de publication plus long que celui-ci ne devrait être imposé. Et les politiques devraient être modifiées de manière à tenir compte de ce délai plus raisonnable.

Pour les professeurs, la limitation de leur droit de publier peut avoir des conséquences négatives

sur leur carrière, particulièrement dans les domaines d'étude qui évoluent rapidement. Le langage employé dans les conventions devrait formellement mettre en évidence le droit absolu du personnel académique de rendre publics les résultats de leurs travaux de recherche. Il est également essentiel que les chercheurs jouissent du droit incontestable d'informer la communauté scientifique, les sujets participant aux recherches et le grand public sur tous les risques auxquels sont exposés les participants ou le grand public ou sur les menaces pour l'intérêt public dont ils sont témoins dans le cadre de leurs recherches.

Lutter en vue de faire adopter un langage formel et efficace, c'est devoir s'opposer à la cause fondamentale des tentatives faites pour bannir la publication des résultats de recherche, c'est-à-dire la commercialisation. C'est une lutte qui vise à protéger la réputation de nos universités auprès du public de même que l'intégrité de nos travaux.

Ne sommes-nous que des acteurs motivés exclusivement par nos propres intérêts, qui accepteront calmement les codes de silence que nous imposent nos administrations pressées de trouver des sociétés commanditaires? Ou allons-nous faire ce qu'il faut et lutter pour la transparence? ■

Institutional Racism Is Alive & Kicking



By LES BACK

A NEW book called *Institutional Racism in Higher Education* (editors Ian Law, Deborah Phillips and Laura Turney), Trentham Press, [was published] summer. It is produced by the Centre for Ethnicity and Racism Studies, at the University of Leeds, and makes for shameful reading: documenting situations where black and Asian colleagues in UK universities are routinely undermined, "cut out" of the loops of academic communication and subjected to crude racism inside and outside of the classroom.

There are no university vice-chancellors from an ethnic minority background and very few senior managers are black or Asian. So why is the evident diversity found in our national life not reflected in university faculties?

There will be, no doubt, much hand-wringing and head-shaking about this new book. Tackling the issue of racism on campus is often fraught. The face of racism that we are willing to recognize is that of the moral degenerate, the hateful BNPL-supporting bigot. Couched in these terms it becomes unthinkable that such an ugly word could be directed at educated and liberal dons. Even raising the issue of institutional racism in higher education produces responses like "How dare you!" Such vitriol is ultimately not a response to being accused fairly or unfairly. Seemingly, what raises the blood pressure is the theft of all that is mannerly about liberalism, knowledge and educational progress. To accuse educators of racism is tantamount to taking their education away from them.

Rather than simply hide in the refusal to acknowledge the problem the question that we need to embrace is "Why not me?" I am not suggesting that the addiction to white supremacy should be countered by some kind of equivalent to an AA meeting: "Hello. My name's Les Back – I am a recovering white person." No, rather I want to acknowledge that racism has done damage to reason, to academic and civic freedoms, and has damaged education itself. Admitting this means a kind of resolute and ongoing reckoning with whiteness. It is never a matter of an end point, or an achievement.

There is another danger that needs to be reflected upon. The dubious temptation to present the persona of an "all right white person." I have seen others indulge such pieties and recognize it in myself. It is a masquerade where bad white academics can be denounced roundly from the comfortable position of being an exception to the

rule. There is something deeply disingenuous about this move because it forecloses critical thinking rather than opening it up. It can be manifest in a number of academic settings particularly around appointments. "All right whites" castigate new white colleagues for their complicity in benefiting from exclusionary employment practices without any questioning of the status of their own tenure. The logic is something like this: "Racism is not applicable to me and my employment because I am an all right white person!" Delusions of this kind provide a false comfort.

The kind of reflexivity I'd like to argue for should be troublesome and uncomfortable. This is a reckoning of ethical judgements driven by shame, not guilt. Toni Morrison said: "If a university does not take seriously and rigorously its role as a guardian of wider civic freedoms, as interrogator of more and more complex ethical problems, as servant and preserver of deeper democratic practices, then some other regime or ménage of regimes will do it for us, in spite of us, and without us." Her warning is well put – regardless of the difficulties of this challenge there is something precious to be cherished and fought for.

To say that there are very serious problems in higher education is not to say that "nothing has changed" and that "racism wins out at every turn." To think this would damage our understanding as much as our will. Real shifts are taking place and we need look no further to see this than across the lectern and into the faces of our students. None of this can be realized until there is a recognition that education and sophistication produce no necessary immunity from racism. The sheer weight of whiteness that bears down on the academy can only be lifted through the open and difficult acknowledgement of the damage that racism has done. Then, and perhaps only then, will universities be ready to play a role in producing a post-imperial society at peace with itself. ■

Les Back is a professor and deputy head of the sociology department at Goldsmiths University of London.

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The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca).

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca).



A little scepticism, in the original sense of the word, goes a long way.

The joy of scepticism

In its original meaning in Greek a *skeptikos* was any person who looked carefully into matters and considered a variety of options. In this original sense, scepticism is exactly what we encourage from scholars who are actively considering their career options.

That's because the University of Windsor has much to reward a "sceptical" mind, including a rapidly developing culture of knowledge creation that has led to a quadrupling of our research performance during the last few years, and a campus environment that actively promotes inter-disciplinary collaboration. This, coupled with an enviable international lifestyle in Canada's temperate "deep south," and a pronounced cultural diversity both on campus and in the community at large, has led hundreds of new scholars to decide in favour of Windsor in recent years.

But of course you may yet be sceptical, in the more contemporary sense of the word. Both varieties of *sceptics* are encouraged to contact Professor Brian Mazer, Director of Faculty Recruitment, toll free at 1-877-665-6608, or to visit our Web site for additional information.

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ACTUALITÉS

Budget de 2005

Modifications annoncées

Le budget du gouvernement fédéral déposé le 23 février 2005 propose des modifications profondes au régime de l'impôt sur le revenu. Les modifications les plus notables sont sans doute les suivantes :

- La limite de cotisation annuelle au RÉER passera à 19 000 \$ en 2007 et à 22 000 \$ d'ici 2010.

- La limite de cotisation annuelle au régime de retraite à cotisation déterminée augmentera à 19 000 \$ en 2006, à 20 000 \$ en 2007, à 21 000 \$ en 2008 et à 22 000 \$ en 2009, alors qu'elle sera indexée sur la croissance du salaire moyen à compter de 2010. Les régimes à prestations déterminées feront l'objet d'augmentations correspondantes.

- La limite actuelle de 30 % sur les biens étrangers est éliminée dans le cas des RÉER, des régimes de pension et des autres régimes de retraite à impôt différé.

- Le plafond du supplément remboursable pour frais médicaux augmentera de 571 \$ à 750 \$ pour l'année d'imposition 2005.

- Le crédit d'impôt sur le montant personnel de base offert aux contribuables sera majoré progressivement de 100 \$ en 2006, de 100 \$ également en 2007, de 400 \$ en 2008 et de 600 \$ ou, si elle est plus élevée, la somme qui porte le montant personnel de base à 10 000 \$ en 2009. Les crédits personnels feront l'objet d'augmentations comparables pour le conjoint à charge, le conjoint de fait ou un proche entièrement à charge : 85 \$ en 2006 et en 2007, 340 \$ en 2008 et 510 \$ ou, si elle est plus élevée, la somme qui porte ces montants à 8 500 \$ en 2009.

- Le budget propose, pour les années d'imposition 2005 et suivantes, l'instauration d'un crédit d'impôt non remboursable de 16 % au titre des frais d'adoption admissibles d'un enfant de moins de 18 ans, jusqu'à concurrence de 10 000 \$. Les parents ne pourront demander le crédit qu'à l'égard de l'année d'im-

position dans laquelle l'adoption est menée à terme.

- Les plafonds de déduction de frais d'automobile en vigueur en 2005 : La limite des allocations exonérées d'impôt versées par les employeurs aux employés passe à 45 cents pour les 5 000 premiers kilomètres et à 39 cents pour chaque kilomètre additionnel (comparativement à 42 cents pour les 5 000 premiers kilomètres et à 36 cents pour chaque kilomètre additionnel en 2004). Certains montants additionnels sont consentis dans certaines régions désignées du Nord.

- La période de report des pertes autres qu'en capital est prolongée de sept à dix ans de sorte à couvrir les pertes subies au cours des années d'imposition ayant pris fin après le 22 mars 2004.

- Le crédit d'impôt pour les contributions politiques versées au cours des années 2004 et suivantes est révisé et le crédit de 75 % s'applique à la première tranche de 400 \$ (au-paravant 200 \$) de cotisations.

- Les demandes de déduction pour amortissement accéléré s'appliquent à certains appareils informatiques achetés après le 22 mars 2004.

Ces modifications, entre autres, ont été intégrées au Guide de l'impôt 2004 de l'ACPPU qui vous pouvez télécharger à www.acppu.ca/francais/publications/impot/default.asp ou que vous pouvez obtenir en communiquant avec Louise D'Anjou (danjou@caut.ca). ■

Le Guide de l'impôt 2004 de l'ACPPU a été établi par Roy Williams, associé principal de Rheaume Williams Kalbfleisch à Ottawa. Bien que l'ACPPU ne puisse payer les consultations fiscales d'ordre particulier et les demandes d'éclaircissements fiscaux, les membres individuels aux prises avec de telles questions peuvent communiquer avec M. Williams au 613-236-4500 (www.windfall.on.ca) et bénéficier des taux privilégiés accordés aux membres de l'ACPPU.

English on page A8.

HOMEWORK!

The Product of the Digits

Is it possible for a positive whole number with at least two digits to be equal to the product of its digits?

Homework, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A9.

MOVING FORWARD

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NEWS ACTUALITÉS

Artists, Educators & Industry Clash Over Copyright

We need to carve out a balanced position on copyright. The interests of the entertainment industry and of individual artists and creators are not the same.

WHEN Parliament's Standing Committee on Canadian Heritage released its interim report on copyright reform last year, Myra Tawlik says her first reaction was shock.

"Champagne corks were popping in Hollywood, but for educators the document was devastating," said the University of Windsor law professor and member of CAUT's copyright working group.

The report, unanimously endorsed by the all-party committee, called for, among other policy changes, a tax on Internet use by educational institutions.

"Committees usually make at least a pretense of listening to both sides, but this report read like a shopping list of entertainment industry demands," Tawlik said. "The tone was incredible, just dripping with disdain for the educational community."

The recommendations were issued despite a concerted effort by library, education, museum and archive associations to present a public interest perspective to the committee.

"The law must balance the competing interests of creators, owners and users of copyright material," says Paul Whitney, chair of the Canadian Library Association's copyright committee.

"The committee nodded and smiled as this argument was presented, but it's obvious they weren't interested in what we had to say."

Although the report was a setback, it represented just one part of a complex legislative process. Since its release in May 2004 Canadian Heritage and Industry Canada, which also plays a role in shaping copyright legislation, have been negotiating to reach a joint position.

In the interim, advocates for balanced copyright provisions say the report worked to reignite the user community.

"It was a wake up call," Whitney explains. "A reminder that simply making polite, rational public interest arguments is not enough."

Armed with a tougher message and renewed determination, groups such as the Canadian Library Association took the struggle beyond the committee, meeting with individual MPs and organizing grassroots opposition to the report.

At the same time, hope also arose unexpectedly from within the Heritage Committee itself in the



Copyright's Grievous Angel — MP Charlie Angus worried about entertainment industry's power.

form of NDP MP Charlie Angus. Newly elected from the riding of Timmins-James Bay (Ont.), Angus enjoyed a career as a musician, writer, broadcaster and community activist before entering electoral politics. As a member of the legendary alt-rocks band The Grievous Angels, he learned first hand about the struggle to make a living in music.

Bands would sign their futures away to record labels and every dollar earned went to middle men along the way," Angus says. "The performers ended up with nothing."

That experience left him instinctively wary of entertainment industry claims of concern for actual artists and prompted his interest in serving on the Heritage Committee.

Angus moved into the committee seat vacated by retiring NDP MP Wendy Lill, a Nova Scotia playwright, longtime advocate for Canada's cultural community and believer in more restrictive copyright law.

"Wendy is a passionate voice for artists and I hope to be able to carry on that tradition," Angus says. "But at the end of the day we need to carve out an alternate position on copyright. The interests of the entertainment industry and of individual artists are not the same."

Lill had endorsed the committee's report. With the arrival of Angus, the committee's unanimous support of the document ended.

Of the report's recommendations, the Internet levy on institutions was perhaps the most contentious. The proposal requires a mandatory payment from schools, colleges and universities to the representatives of commercial Internet content, regardless of whether or not any of their material is used. The payment, based on an abstract formula, notionally excludes or "zeros out" the 95 per cent of Internet content that is free.

Even so, the requirement challenges the notion of the Internet as a public space. Instead of having to sell products online through subscription, encryption or password protection, the levy would direct an automatic payment from educational institutions to commercial rights holders.

Aside from the impracticality of finding and paying the mostly foreign providers of commercial content, the proposal also raised deeper philosophical concerns.

Angus says the Internet is a "public commons" that must be defended. "Copyright does not mean

pay per use, but that is what is being pushed — a pay per use universe where a price tag is put on everything," he contends.

He said his concern about the levy stems in part from his own experience as a musician. Relying on the Internet, he was able to circumvent third party record labels and distributors and connect directly with the music buying public.

"The corporate line is that the Internet is where artists are robbed, but it's really a place where we can gain enormous control," he adds. "It's incumbent on artists to recognize that if we put up road blocks, toll booths and levies on the Internet, then big corporations benefit and small artists are hurt."

Angus also said he's appalled by what the levy represents for educational institutions and cultural policy in Canada more generally.

"It's an attempt by the government to downsize its obligation to support artists, transferring the load onto the backs of educational institutions," he says. "Not only is it unfair, but it also won't work because that money is going to end up in corporate pockets, not in the hands of ordinary writers and musicians."

That stark distinction between creators and owners is not shared by Clem Martini, a drama professor at the University of Calgary and president of the Playwrights Guild of Canada.

"It's not about us versus them," he said. "To succeed as an artist, one must receive adequate compensation and the source of that compensation is often larger publishing companies. If those companies are damaged as a result of inadequate copyright protection, the market is diminished and then ordinary writers are also hurt."

He identifies illegal Internet use, not the entertainment industry, as the source of danger for artists, with widespread unauthorized downloading of material endangering the whole notion of copyright.

"Almost no one is getting fabulously wealthy off writing and if creators don't have access to payment for the material they generate, it becomes impossible for them to make a living," Martini said.

"If you can simply download other people's material off the Internet for free, no payment is received by the creator and then there is no reason to create or publish. And who benefits from that?" He believes the solution is stronger copyright law.

Stronger copyright law, in the form of the Digital Millennium Copyright Act, is the route being pursued in the United States. Jonathan Tasini, president emeritus of the U.S. National Writers Union (NWU), is familiar with the disputes that can arise within the artistic community as a result.

"Large publishing and media companies make life hard for individual creators, but we end up supporting their copyright maximalism because we have come to accept it is necessary to ensure a decent livelihood," Tasini says.

He says the alliance might make some sense if the benefits of stronger law were flowing to creators, but in fact the opposite is happening.

"In real terms the contracts are getting worse, remuneration is declining, media companies are seizing more rights and they aren't sharing new sources of revenues."

As with Angus and Martini, Tasini's views on the issue are shaped by his personal experience as a creator. A disagreement with his pub-

See COPYRIGHT Page A10

CAUT Committee Calls for End to McMaster Policy

From PAGE A1

one aspect of his or her credibility as a public intellectual," says the report. "Mention of one's affiliation is at all times possible, and often desirable."

CAUT executive director James Turk says the only limitation CAUT has long supported is that academic staff not purport to speak on behalf of the institution without being explicitly authorized to do so. He says that has not been an issue in the McMaster case.

Although McMaster officials told the investigatory committee they could not conceive of a case where the university policy would apply, they insisted on the importance of its retention.

Several McMaster faculty members have expressed strong concern to CAUT about the policy since its adoption.

Professor David Hitchcock reported receiving a letter from the administration advising him to head of the policy. University officials noted that in a message to res-

idents of his city ward during the November 2003 municipal election, Hitchcock included among other affiliations his position as a professor of philosophy at McMaster.

"A letter from the vice-provost, however, neutrally worded, will be received with anxiety," the report notes. "However 'modest' in scope or implication, a document of this kind is a threat to academic freedom, especially if it causes a person to 'think twice' about what he or she is writing or saying."

Although the offending provi-

sion in the McMaster policy is followed by the statement that it "in no way is meant to restrict the academic freedom or freedom of speech of any member of the university community," the report says the effect of the limitation could be precisely such a restriction.

The committee report makes three recommendations. It urges the McMaster senate to excise the offending provision from its guidelines in dealing with the media. It also urges the administration and the faculty association to undertake a campaign

of public information "to assure all academic members of [the McMaster University] community that they enjoy the full protection of academic freedom in their public lives as communicators to/with the media and to/with the broader society which McMaster serves."

The final recommendation is that CAUT publicize the committee's findings and arguments so as to discourage other institutions from adopting similar policies. ■

The report is available at www.cauf.ca.

NEWS ACTUALITÉS

Federal Report Paints a Mixed Picture of Women's Progress

A STUDY released by Statistics Canada in February shows that female professors have made strong gains in closing the gender gap at Canada's universities in the past decade, but still have a long way to go.

The new analysis of faculty data — The Rising Profile of Women Academics — notes a 50 per cent increase in the number of women working as full-time university teachers between 1990 and 2003. Overall, the report shows women accounted for 30 per cent of all full-time academics in the 2002–2003 academic year — up from 20 per cent a decade ago.

Women also made gains in tenure status. Women now represent 26 per cent of all tenured faculty, up from 14 per cent in 1990.

While the gains appear impressive, the numbers fall short when compared to the rest of the workforce, where women account for nearly 49 per cent of positions in business and finance, 52 per cent in medicine and dentistry, 60 per cent in social sciences and religion and 63 per cent in teaching.

CAUT president Loreta Czernis says the report paints a mixed

picture of the progress made by women in the academic world because of the small numbers of female faculty in certain non-traditional disciplines.

The vast majority of women remain clustered in disciplines like nursing, humanities and education," Czernis said. "Only 13 per cent of all full-time faculty teaching mathematics are women and women make up just 10 per cent of faculty in engineering and applied sciences."

Czernis also notes that women still earn less than their male colleagues. In 2003, the median salary of female faculty members was about \$13,000 lower than that of men.

While much of the difference can be attributed to women being disproportionately placed in the lower academic ranks, the StatsCan study found even when the median salaries of men and women of equal academic rank are considered, women's salaries still lag behind — from \$6,100 at the full professor level to \$2,600 at the assistant professor level.

"Women are making gains, but there's still a long way to go," Czernis said.

The study also found:

- The share of new appointments going to women increased from 35 per cent in 1990 to 39 per cent in 2003, but at the full professor level only 15 per cent of new appointments in 2003 were women, up marginally from 12 per cent in 1990.

- Only 8 per cent of all full professors in 1990 were women, but that figure had increased to 17 per cent by 2003.

- Almost half of all male faculty members with doctorates were full professors in 2003, but only 26 per cent of their female counterparts held such positions.

"One of the biggest reasons for some of these persistent gaps is the tendency for women to experience more work interruptions because of maternity leave or periods of part-time employment while raising children," Czernis argues. "This unfairly affects their opportunities for promotion." ■

Version française à la page A8.

L'ACPPU demande à McMaster de faire marche arrière

À LA PAGE A1

débat, de même que l'affiliation universitaire d'un professeur est un aspect de la crédibilité de celui-ci en tant qu'intellectuel public », poursuit le rapport. « Il devrait être possible en tout temps, voire souhaitable dans bien des cas, de faire mention de son affiliation. »

Selon le directeur général de l'ACPPU, James Turk, la seule restriction à laquelle l'ACPPU s'assujettit depuis longtemps est celle qui interdit aux membres du personnel académique de parler au nom de leur établissement, à moins d'en être expressément autorisés. Il précise toutefois que cette restriction ne pose pas de problème dans l'affaire McMaster.

Bien que les dirigeants de l'Université McMaster aient signalé au comité d'enquête qu'ils pourraient difficilement concevoir un cas où la politique de l'établissement s'appliquerait, ils ont insisté sur l'importance de la maintenir en vigueur.

Plusieurs membres du corps professoral de McMaster ont exprimé une vive inquiétude auprès de l'ACPPU au sujet de la politique depuis son adoption.

Le professeur David Hitchcock a rapporté avoir reçu une lettre dans laquelle l'administration de l'université lui conseillait de tenir compte de la politique. Les dirigeants de l'université ont noté que le professeur Hitchcock, dans un message adressé aux résidents de son quartier municipal pendant la campagne électorale municipale de novembre 2003, mentionnait parmi ses affiliations son poste de professeur de philosophie à l'Université McMaster.

« Une lettre du vice-recteur, quel que soit le ton neutre qu'elle puisse

adopter, sera accueillie avec inquiétude », souligne le rapport. « Quels qu'en soient la portée ou les implications, aussi "minimes" soient-elles, un document de cette nature représente une menace pour la liberté académique, surtout s'il amène une personne à bien réfléchir à ce qu'il ou elle écrit ou dit. »

Même si la disposition en cause de la politique de l'Université McMaster est suivie de la mention selon laquelle elle « n'est destinée d'aucune façon à restreindre la liberté académique ou la liberté d'expression des universitaires », la portée de la limite imposée, soutient le rapport, pourrait constituer précisément une telle restriction.

Le comité formule trois recommandations dans son rapport. Il demande instamment au sénat de l'Université McMaster de supprimer la disposition en cause de ses lignes directrices régissant les relations avec les médias. Il presse également l'administration et l'association de professeurs de lancer une campagne d'information publique « en vue d'assurer tous les membres du corps professoral de l'Université McMaster qu'ils jouissent de la pleine protection de la liberté académique dans la vie publique qu'ils poursuivent en tant que communicateurs assurant la liaison entre l'université et les médias et entre l'université et la société en général qu'ils desservent ». Enfin, le comité recommande que l'ACPPU rende publiques les conclusions et les arguments du comité de sorte à dissuader les autres établissements d'adopter des politiques semblables. ■

Le rapport du comité peut être téléchargé à www.caute.ca. Il est disponible en anglais seulement.

L'Alberta place l'éducation en priorité

APRÈS des années de compressions budgétaires, le gouvernement de l'Alberta compte investir plus de 3 milliards de dollars dans le secteur de l'éducation postsecondaire en vue de faire des Albertains les citoyens les plus instruits au pays.

Le gouvernement conservateur de Ralph Klein en a fait l'annonce le mois dernier dans le discours du Trône ouvrant la nouvelle session législative.

Dans son premier discours du Trône, le lieutenant-gouverneur albertain Norman Kwong a dévoilé la création d'un nouveau fonds de dotation de l'enseignement postsecondaire de 3 milliards de dollars qui sera financé par les surplus futurs. Ce fonds appuiera la construction d'un nouveau centre d'études chinoises à l'Université de l'Alberta et l'aménagement d'une bibliothèque numérique provinciale.

Outre le fonds de dotation, le gouvernement créera, en vertu de l'*Access to the Future Act*, 60 000 nouvelles places d'étudiants de niveau postsecondaire d'ici 2020 et ajoutera

1 million de dollars au Alberta Heritage Scholarship Fund. Il prévoit également de doubler le Fonds Ingénierie en vue de promouvoir la recherche universitaire.

« Par ces améliorations marquées, nous visons à ce que les Albertains possèdent le taux le plus élevé de participation aux études postsecondaires au pays », déclare M. Kwong. « Le gouvernement s'engage à élargir les obstacles du chemin de tous les Albertains qui souhaitent avoir accès aux études postsecondaires, que ce soit dans une université, un collège ou un établissement d'enseignement technique. »

Si les représentants des professeurs ont fait bon accueil à la nouvelle attention que le gouvernement porte à l'enseignement postsecondaire, ils ont néanmoins prévenu ce dernier que son engagement serait aussi utile qu'un coup d'épée dans l'eau tant que des fonds additionnels ne seraient pas réinvestis dans les subventions d'exploitation de base des universités et des collèges.

« Le discours du Trône abonde en promesses, mais les engagements formels restent indéterminés à ce jour », soutient Jeannette Buckingham, présidente de la Confédération des associations de professeurs de l'Alberta. « Le fonds de dotation et les améliorations apportées au financement de l'accès aux études postsecondaires arrivent certes à point nommé, mais il reste encore à régler la question centrale et dominante de l'inégalité du financement de base accordé aux établissements postsecondaires de la province. Nous espérons que cette préoccupation sera prise en compte, du moins dans une certaine mesure, dans le budget. »

Mesures en fonction du nombre d'étudiants inscrits et corrigées en fonction de l'inflation, les fonds publics accordés à l'enseignement postsecondaire en Alberta ont chuté de 24 % depuis 1993. Comparativement, au cours de cette même période, les frais de scolarité ont augmenté de près de 200 %. ■

English on page A7.

Feds Admit \$1.7 Billion Cut to PSE

ACCORDING to an internal government document, the federal government is spending about \$1.7 billion less on transfer payments for post-secondary education today than it did a decade ago.

Based on provincial spending patterns, Ottawa estimates the provinces are spending \$4.5 billion of the Canada Social Transfer for core funding for universities and colleges this year, according to a briefing note to the Minister of Human Resources and Skills Development obtained under access to information legislation.

This is a reduction from the \$6.18 billion spent a decade ago, before the

growth in student numbers. ■

Although Ottawa has introduced a number of ancillary funding programs, such as the Canada Millennium Scholarship Fund and the Canada Foundation for Innovation, Turk says these have not compensated for the cuts in funds for core operating expenses.

“But we are delighted that the recent federal Liberal convention passed a motion calling for the creation of a dedicated provincial transfer for postsecondary education,” Turk said. “This is something CAUT has been advocating for several years and would add badly needed transparency and accountability.” ■

In addition, some York faculty members have expressed concerns to CAUT that the administration's actions are violating their academic freedom.

The committee, says James Turk, executive director of CAUT, will begin its work in the next few weeks and “hopes to meet initially with university officials and representatives of the faculty association, as well as with any other member of the York community who can assist in its investigation.” ■

Version française à la page A9.



Rebecca Coulter & Ken Field have been appointed to look into allegations of threats to freedom of expression and to academic freedom as well as allegations of inappropriate governance practices at York University.



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QUICK REVIEWS

Life on the Tenure Track: Lessons from the First Year

James M. Lang. Baltimore & London: The Johns Hopkins University Press, 2005; 248 pp.; ISBN: 0-8018-8102-1, hardcover \$45 us.; ISBN: 0-8018-8103-X, paper \$18 us.

In this fast-paced and lively account, Jim Lang asks — and mostly answers — the questions that confront every new faculty member as well as those who dream of becoming new faculty members: Will my students like me? Will my teaching schedule allow time to do research and write? Do I really want to spend the rest of my life in this profession? In anyone awake in the back row? Lang narrates the story of his first year on the tenure track with wit and wisdom, detailing his moments of confusion, frustration and even elation — in the classroom, at his writing desk, during his office hours, in departmental meetings — as well as his insights into the lives and working conditions of faculty in higher education today. Engaging and accessible, *Life on the Tenure Track* will delight and enlighten faculty, graduate students and administrators alike.

Risk and Morality

Richard V. Ericson & Aaron Doyle, eds. Toronto, Buffalo & London: University of Toronto Press, 2003; 461 pp.; ISBN: 0-8020-8760-4, hardcover \$70 ca.; ISBN: 0-8020-8563-6, paper \$35 ca.

Risk and Morality examines how decisions about risk and uncertainty relate to moral principles and ethical conduct. In this volume editors Richard Ericson and Aaron Doyle have brought together a selection of original essays on the topic by renowned scholars in the disciplines of philosophy, sociology, law, political science, geography, criminology and accounting from Canada, the United States, England, France and Australia. Presenting cutting-edge theory and research, the essays analyze the broader social, political, economic and cultural dimensions of risk and morality. The concept of risk has become pervasive in recent years in political discourse, popular culture, organizational communications and everyday life. The contributors' respective research projects on risk and morality in politics, business, legal regulation, crime prevention, insurance, extreme sports and biotechnology provide original empirical evidence to substantiate their theories and address the ideological and policy relevance of their work. Collectively, the contributors explain why risk is such a key aspect of Western culture and demonstrate that new regimes for risk management are transforming social integration, value-based reasoning and morality. Further, they illustrate that these new regimes do not necessarily foster more responsible conduct or greater accountability in institutions.

Decisions for War, 1914–1917

Richard F. Hamilton & Holger H. Herwig. New York: Cambridge University Press, 2005; 282 pp.; ISBN: 0-521-83679-4, hardcover \$60 us.; ISBN: 0-521-54530-7, paper \$17.99 us.

Decisions for War focuses on the choices made by small coteries in Austria-Hungary, Germany, Russia, France, Britain and elsewhere to address a common yet perplexing question about World War I — why did it happen? Several of the usual causes for the war are reviewed and discussed. Rather than accepting the argument of the alliance systems, the argument of an accident (or "slide"), or the arguments of mass demands — those focusing on nationalism, militarism and social Darwinism, the authors show how in each country, the decision to enter the war was made by only a handful of individuals — monarchs, ministers, military people, party leaders, ambassadors and others. In each case, we also see separate and distinct agendas, the considerations differing from one nation to the next. The leadership of Japan, the Ottoman Empire, Italy, the Balkans and the United States are explored, as well as that of the major European countries involved.

Quick Reviews produced from information supplied by publishers.

Living the Rat Race in a High Tech Culture



No Time: Stress and the Crisis of Modern Life

Heather Menzies. Vancouver: Douglas & McIntyre, 2005; 208 pp.; ISBN: 1-55365-045-X, paper \$24.95 ca.

By WENDY ROBBINS

WHATEVER happened to the leisure society? How did the new communications technologies turn from time-saver into time sink? Such questions worried communications expert Heather (*Whose Brave New World?*) Menzies into writing her latest book on society, technology and the effects of global digital networks. With their 24/7 octopus embrace and rising tide of expectations for quick turnaround times, e-mail and the Internet are, perhaps, less blessing than curse, she suggests.

The image of individual human beings crushed by the machinery of modern life is not new — think of Charlie Chaplin's little clown. But it seems ever more pernicious, jolting us with a mega "future shock" that exceeds our limits of adaptability, as Alvin Toffler predicted back in 1970. With their space-time compressions, today's technologies (cell phones, Blackberries, laptops, global positioning systems) track us everywhere — factory, university, car, truck, home. Consequently, both individuals and institutions, Menzies argues, are suffering from massive attention deficit disorder and disequilibrium. "I forget things between the parking lot and the office," one of her frazzled colleagues at Carleton University laments. Sound familiar?

The connection between illness (especially depression) and the new technologies — at least overdosing on them or having no control over them — is a subject that has been probed before, but Menzies documents it concretely in her own life and in a cross-section of Canadian society. There are revealing interviews with the driver of a container truck so over-scheduled he barely brakes for bad weather, nurses who are rewarded more for charting their patients than spending time with them, and academics who are no longer merely absent-minded, but in burnout. The author, a self-confessed workaholic, struggles with chronic fatigue and existential disconnect. Her diagnosis of our society? Stressed out, anesthetized, mesmerized by symbols and cut off from the reality on the

ground. Both meaning and accountability are jettisoned in this tsunami of technological "progress."

She takes us inside the tainted-water tragedy of Walkerton, where two unsung women are the first to trust, not the authorities' fudged statistics, but citizens' bodily evidence; to the chain-link fence erected in Quebec City in 2001 to seal off world leaders from the people; and behind the headlines of the death, while in the fragmented care of social workers, of baby Jordan Heikamp.

This is a provocative and dark description of contemporary Canadian society, but it is not unrelievedly bleak. Menzies practises what she preaches about taking time to smell the roses. The nightmarish narrative is studded with lyrical interludes about the joys, for example, of running your hands over the rough texture of a familiar earthenware bowl. Her lesson, simply put? Stop, look and listen.

With its emphasis on feeling, empathy and nature, and its call to renew the humanity of a world that is "too much with us," the message is resolutely romantic. If Ursula Franklin is Canada's Hannah Arendt (as Menzies claims) in her steadfast concern about tyranny, then Heather Menzies is our Susan Sontag, in her holistic analysis of the debilitating (-)emotion sickness of contemporary life.

Certainly many people, from computer geeks to journalist bloggers to feminist activists, who have tempered the new technologies to their own ends and created empowering connections, will find more to celebrate than to condemn in information technology. But whether or not you fully agree with *No Time*, you will find yourself stimulated by its summaries of research by mainly Canadian experts and touched by stories in our own vernacular. Nota bene: if you have "no time" to read the book, you prove the thesis right. ■

Wendy Robbins, CAUT's 2004–2005 visiting scholar, is a professor of English and women's studies at the University of New Brunswick. She is a cofounder of the bilingual Canadian feminist listserve PARL, which recently celebrated its 10th year of online activism. Her inbox is chronically over quota.

Education Tops Alberta Agenda

AFTER years of funding cuts, Alberta plans to invest more than \$3 billion in post-secondary education in an effort to make its residents the most highly educated in the country.

The Conservative government of Ralph Klein made the announcement in its speech from the throne last month kicking off the new legislative session.

Alberta's Lieutenant Governor Norman Kwong, delivering his first throne speech, unveiled plans for a new \$3 billion post-secondary education endowment fund to be financed from future surpluses. The fund will support the creation of a new centre for Chinese studies at the University of Alberta and the development of a province-wide digital library.

In addition to the endowment fund, the government's Access to

the Future Act will create 60,000 new post-secondary spaces by 2020

and boost the Alberta Heritage Scholarship Fund by \$1 million. The government also plans to double the budget of the Ingenuity Fund to promote university-based research.

"Our goal with this bold expansion plan is to move Albertans to the highest rate of post-secondary education in the country," Kwong said. "The government is committed to removing obstacles from the path of any Albertan who wants to get an education, whether it's from a university, college or technical institution."

Faculty representatives welcomed the government's newfound focus on post-secondary education, but they also warned that commitment will ring hollow unless more money is put back into the core

operating grants of universities and colleges.

"The throne speech is rich in icing, but the cake is still undetermined," said Jeannette Buckingham, president of the Confederation of Alberta Faculty Associations. "While the endowment fund and the improvements in student access funding are welcome, the central, overriding issue of inadequate core funding for post-secondary institutions in the province remains. We have hopes this will be addressed, at least to some extent, in the budget."

Measured on a per student basis and adjusted for inflation, government funding for post-secondary education in Alberta has fallen by 24 per cent since 1993. Over the same period, tuition fees have increased by nearly 200 per cent. ■

Version française à la page A6.

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A Window to Seeing the World Differently

National Symposium of Aboriginal Special Education | October 2005

CALL FOR PAPERS

We are inviting papers for the National Symposium of Aboriginal Special Education that will be held on October 6-7, 2005 in Regina. While the papers should discuss theory and/or praxis in teaching special needs children, they should reflect an Aboriginal cultural basis that defines children with special needs as being special in terms of having special gifts. We particularly invite papers describing effective teaching strategies and programs that incorporate traditional practices. All papers will be peer reviewed and published. While some papers will be chosen for presentation during the workshops at the Symposium, all papers can be presented at the pre-conference scholar's circle.

Typical but not exclusive topics of interest include:

- Effective strategies and programs (e.g., assessment, teaching)
- Programs incorporating traditional practices
- Programming based upon the arts

Please send submissions to Dr. Ron Phillips, Indian Education, First Nations University of Canada, 1 First Nations Way, Regina, SK, S4S 7K2 (ph: 306-790-5950 x3258; fax: 306-790-5994) or by e-mail: rphillips@firstnationsuniversity.ca.

Deadline for submissions is May 1, 2005.

NEWS ACTUALITÉS

Budget 2005

Tax Policy Announcements

There were some interesting tax changes proposed by the federal government in its Feb. 23, 2005 budget. Among the more significant changes were the following:

Increasing RRSP contribution limit to \$19,000 in 2007 and to \$22,000 in 2008 and indexed to average wage growth beginning in 2010. Corresponding increases will be made to defined contribution plan limits.

Increasing the money purchase registered pension plan contribution limits to \$19,000 in 2006, \$20,000 in 2007, \$21,000 in 2008, \$22,000 in 2009 and indexed to average wage growth beginning in 2010. Corresponding increases will be made to defined contribution plan limits.

Eliminating the current foreign investment limit of 30 per cent for RRSPs, pension plans and other tax-deferred retirement plans.

Increasing the maximum refundable medical expense supplement from \$571 to \$750 for the 2005 taxation year.

Progressive increases to the basic personal amount tax credit available to taxpayers by \$100 in 2006, an additional \$100 in 2007, by \$400 in 2008 and by the greater of

\$600 or the amount necessary to bring the basic personal amount to \$10,000 in 2009. In addition the personal credit for a dependent spouse, common-law partner or wholly dependent relative is proposed to rise to \$8,500 by 2009 (\$85 increase in both 2006 and 2007, \$340 in 2008 and \$500 in 2009).

For 2005 and later years a 16% non-refundable tax credit for eligible adoption expenses to a maximum of \$10,000 for the adoption of a child under the age of 18. The credit is claimed in the year the adoption is finalized.

2005 Automobile Deduction Limit: The limit on tax-exempt allowances paid by employers to employees will increase by 3 cents to \$0.45/km for the first 5,000 kilometres driven and \$0.39/km for each additional kilometre (42 cents on the first 5,000 kilometres and 36 cents on each additional kilometre for 2004). Additional amounts apply to designated northern areas.

The carryforward period for non-capital losses has been extended

from seven to 10 years, for losses incurred in taxation years ending after March 22, 2004.

The political contribution tax credit has been revised for political contributions made in 2004 and later years and the 75 per cent credit will apply on the first \$400 (previously \$200) of contributions.

Accelerated capital cost allowance claims apply for certain computer equipment purchased after March 22, 2004.

These and other changes have been included in CAUT's 2004 Income Tax Guide, available online at www.cauf.ca/en/publications/income_tax/default.asp or by contacting Louise D'Anjou (danjou@cauf.ca). ■

CAUT's 2004 tax guide was edited by Roy Williams, senior partner of Rheaume Williams Kalbfleisch in Ottawa. Although CAUT cannot pay for individual tax counselling or tax advice, individual members with such questions can contact Mr. Williams at 613-236-4500 (online www.windfall.ca) and take advantage of CAUT-negotiated rates.

Version française à la page A4.

Les professeures réalisent des gains, mais il y a encore beaucoup à faire

SELON une étude publiée en février par Statistique Canada, les professeures ont réalisé des gains considérables en comblant depuis dix ans le fossé des sexes dans les universités canadiennes, mais il reste encore beaucoup à faire.

La nouvelle analyse des données sur le corps professoral, intitulée « Les femmes renforcent leur présence dans l'enseignement universitaire », révèle que le nombre de professeures d'université à temps plein a enregistré une hausse de 50 % entre 1990 et 2003. On mentionne que dans l'ensemble, les femmes représentaient 30 % des professeurs à temps complet au cours de l'année universitaire 2002-2003, soit 20 % de plus qu'il y a dix ans.

Les femmes ont également réalisé des progrès au niveau de la titularisation, puisqu'elles occupent maintenant 26 % des postes permanents, comparativement à 14 % en 1990.

Si ces gains semblent impressionnants, il reste encore fort à faire lorsqu'on les compare aux autres secteurs où les femmes occupent près de 49 % des postes dans les affaires et les finances, 52 % en médecine et en dentisterie, 60 % dans les sciences sociales et la religion et 63 % dans l'enseignement.

Lorette Czernis, présidente de l'ACPPU, considère que le rapport présente un portrait hétéroclite des progrès réalisés par les femmes dans le domaine de l'enseignement universitaire en raison du nombre peu élevé d'enseignantes dans certaines disciplines non traditionnelles.

« La grande majorité des femmes restent cloisonnées dans des disciplines telles que les sciences infirmières, les sciences humaines et l'éducation. » Selon Mme Czernis, « 13 % seulement de tous les professeurs de mathématiques à temps plein sont des femmes et celles-ci représentent tout juste 10 % des professeurs en ingénierie et en sciences appliquées ».

Mme Czernis signale également que les femmes gagnent encore moins que leurs collègues masculins. En 2003, le salaire médian des professeures était inférieur d'environ 13 000 \$ à celui des hommes.

Alors qu'une bonne partie de cet écart peut être attribuée à la concentration disproportionnée des femmes dans les rangs inférieurs, l'étude réalisée par Statistique Canada a permis de constater que même en tenant compte du salaire médian des hommes et des femmes du même rang professoral, les salaires

des femmes accusent toujours un retard, soit de 6 100 \$ au niveau de poste titulaire à 2 600 \$ au niveau de professeur adjoint.

« Les femmes réalisent bel et bien des gains, mais il y a encore beaucoup de chemin à faire », déclare Mme Czernis.

L'étude constate également ce qui suit :

• La part des nouvelles nominations accordées aux femmes a augmenté de 35 % en 1990 pour atteindre 39 % en 2003, mais dans le cas des professeurs à temps plein seulement 15 % des nouvelles nominations ont été offertes à des femmes en 2003, une faible augmentation comparativement à 12 % en 1990.

Les gains semblent impressionnantes, mais il reste encore du chemin à faire.

• Si seulement 8 % des professeurs à temps plein étaient des femmes en 1990, cette proportion est passée à 17 % en 2003.

• Presque la moitié de tous les professeurs titulaires d'un doctorat travaillaient à temps plein en 2003, alors que 26 % seulement de leurs homologues féminins occupaient un tel poste.

« L'une des principales raisons pour lesquelles on ne parvient pas à réduire ces écarts résulte du fait que les femmes interrompent plus souvent leur carrière en raison des congés de maternité ou du travail à temps partiel pour élever les enfants », soutient Mme Czernis. « Cette condition nuit de façon injuste à leurs possibilités d'avancement. » ■

English on page A6.

ACTUALITÉS

York : un comité de l'ACPPU enquête sur certaines allégations

À la demande de l'Association des professeurs de l'Université York, l'ACPPU a nommé un comité spécial d'enquête chargé d'examiner de présumées menaces à la liberté d'expression et à la liberté académique ainsi que de présumées pratiques de gouvernance illégitimes au sein de l'université.

Le comité est formé de Rebecca Coulter, professeure agrégée d'éducation à l'Université de Western Ontario, et de Kenneth Field, responsable des services d'accès à la bibliothèque Bata de l'Université Trent.

Ce comité a pour mandat de déterminer si les droits à la liberté d'expression et à la liberté académique ont été menacés ou violés, et s'il y a eu des pratiques de gouvernance

cycles de l'Université York et la section locale 3903 du SCFF, qui représente les assistants à l'enseignement et le personnel académique contractuel.

En 2004, l'université avait également attiré l'attention nationale lorsque la recteure de l'Université York, Loma Marsden, avait imposé une suspension de trois ans à Daniel Freeman-Maloy en plus de lui interdire l'accès au campus parce qu'il avait fait du bruit excessif lors de deux manifestations de protestation à Vari Hall. La recteure avait mis fin à la suspension après que la Cour supérieure eut ouvert la voie à une révision judiciaire de sa décision.

Les représentants de l'association des professeurs ont également exprimé leurs inquiétudes relativement à la politique d'utilisation temporaire de l'espace universitaire présentée par le Bureau des gouverneurs en août 2004. Cette politique interdit la tenue d'événements dans les lieux de rassemblement traditionnels et exige un préavis d'au moins 30 jours pour la réservation d'autres emplacements au sein de l'université.

En outre, certains membres du corps professoral de l'Université York ont fait part à l'ACPPU de leurs préoccupations au sujet des mesures prises par l'administration qui leur semblent porter atteinte à leur liberté académique.

Selon le directeur général de l'ACPPU, James Turk, le comité commencera ses travaux au cours des prochaines semaines et espère rencontrer dans un premier temps des représentants de l'université et de l'association de professeurs, ainsi que d'autres membres de la communauté universitaire de York pouvant l'aider dans le cadre de cette enquête. ■

English on page A1.

Le comité doit déterminer si la liberté académique a été violée.

illégitimes. Il doit formuler également des recommandations sur la résolution des problèmes qu'auront rencontrés les enquêteurs.

Les inquiétudes au sujet de la liberté d'expression au sein de l'Université York ont pris de l'ampleur en janvier dernier après que la police de Toronto eut recours à la violence pour mettre fin à une manifestation pacifique des étudiants. Résultat : cinq manifestants sont arrêtés et un étudiant est hospitalisé. Les mesures prises par l'administration ont été condamnées par le sénat de l'Université York, l'association des professeurs, la Fédération des étudiantes et étudiants de York, l'Association des étudiantes et étudiants de 2^e et 3^e

Nominations for CAUT Executive Committee

TEN candidates have been nominated for position vacancies on the CAUT executive committee. Elections will take place on April 30 during the CAUT Council meeting. ■

Candidatures au Comité de direction

DIX personnes ont été mises en candidature pour les postes vacants du Comité de direction de l'ACPPU. Des élections auront lieu le 30 avril pendant l'assemblée du Conseil. ■

Answer to Homework!

From page A4. No. Consider, for example, the number 3,487. The product of the digits is less than $3 \times 10 \times 10 \times 10 = 3,000$, which in turn is less than 3,487. A similar argument obtains for any other number.

Scepticism part of academic freedom

"Inherent in the modern concept of academic freedom is a scepticism about revealed or received truth and about authority founded on it. It is rooted in the Enlightenment as well as in the realization, earned in the course of two centuries of religious wars in Europe, that exclusive claims to truth are murderously disruptive not only of society but also of intellectual work."

— Michiel Horn (*Academic Freedom in Conodo*, pp.4-5)

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If you value academic freedom, consider sending a donation to the Harry Crowe Foundation — a charitable foundation set up by CAUT with a mandate to undertake education and research on freedom of academic expression, institutional autonomy and the independence of university research.

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NEWS ACTUALITÉS

Conference Explores Post 9/11 World on Campus

THE Harry Crowe Foundation will launch itself publicly with a North American conference on "Academic Freedom Post 9/11" to be held in Toronto, October 28-30, 2005.

"We are honoured that so many top scholars have agreed to participate in our first conference," said foundation president Howard Pawley.

The conference will open with consideration of difficult periods in the past when concerns about security threatened academic freedom. Andrew Bone from the Bertrand Russell Research Centre at McMaster University will talk about the sacking of Bertrand Russell by Trinity College, Cambridge in 1916. Lee Lorch and Chandler Davis, two distinguished Canadian academics, will reflect on their persecution during the McCarthy era of the 1950s in the United States and draw implications from that period for today.

The conference's focus will then shift to the current situation in North America and abroad. Kent Roach, a law professor at the University of Toronto and author of *September 11: Consequences for Canada*, and Queen's law professor Allan Manson will consider anti-terrorism initiatives in Canada and their implications for academic freedom and freedom of expression.

The following session will look at the same issues in the U.S. The



Howard Pawley

speakers will be Robert O'Neil, director of the Thomas Jefferson Center for the Protection of Free Expression and a former president of the University of Virginia, and Jonathan R. Cole, John Mitchell Mason Professor of the University and Provost and Dean of Faculties, Emeritus, Columbia University.

The third session will look beyond North America. Presenters will be Peter Leuprecht, director of the Institut d'études internationales de Montréal at the Université du Québec à Montréal and the UN Secretary General's Special Representative for Human Rights in Cambodia, and Maureen Webb, a legal officer at CAUT and author of Global Surveillance, a report prepared

for the International Civil Liberties Monitoring Group.

The pressure for increased secrecy in research will come under particular scrutiny during the next discussion. Ursula Franklin, University Professor Emerita at the University of Toronto and a Senior Fellow at Massey College will examine secrecy in non-medical research. Nancy Olivier, a professor of medicine at the University of Toronto, and Joel Lexchin, an associate professor in both the school of health policy and management at York University and the department of family and community medicine at the University of Toronto, will look at growing pressures for secrecy in medical research.

Jon Thompson, one of Canada's most distinguished experts on academic freedom, and Roland Penner, professor of law at the University of Manitoba and former attorney general of Manitoba, will conclude the conference with reflections on what needs to be done in the current context to preserve and expand academic freedom and freedom of expression amid growing pressures for security and restriction of free inquiry. ■

Conference registration forms are available at www.crowefoundation.ca or by contacting Lynn Braun (braun@caut.ca).

Artists, Educators & Industry Clash Over Copyright

From PAGE A5

lisher resulted in an epic legal struggle that went all the way to the Supreme Court. Ruling in his favour, the Court held that The New York Times and other companies had committed copyright infringement when they resold digital versions of articles from freelance writers without the authors' permission.

"The lesson was that publishers are not our friends," Tasini says. "Strong collective bargaining rights, rather than stronger copyright law, are what's necessary to ensure decent terms for workers."

An unexpected alliance with the American Library Association (ALA) also played an important role in his victory, Tasini said. Instead of fighting with user groups on copyright reform, Tasini and his colleagues in the NWU started a dialogue.

"We approached copyright not simply as a pocket book issue, but in a larger social context," Tasini said. "As creators we stand on the shoulders of those who came before us, so it is our responsibility in turn to allow easy access to our works."

From this dialogue the ALA filed an amicus brief with the Supreme Court in support of Tasini's position, a brief thought to have played a critical role in the outcome of the case.

While this type of dialogue is in its infancy in Canada, Charlie Angus says he senses a shift in the

tide. He notes a small but growing number of artists who are staking out a user-friendly position on copyright. He also detects a change on Parliament Hill.

"MPs have been hearing from library groups, from educators, from the general public and there is a growing unease about the direction recommended in the committee's report," Angus says.

Within the committee itself, in addition to Angus's appointment, other changes have taken place. After the June federal election, Sarmita Bule, the Toronto MP who had received thousands of dollars in campaign contributions from copyright owner groups and broadcasters, was not reappointed as committee chair. Another hardline member, Simcoe-Grey MP Paul Bonwick, lost his reelection bid. He is now a registered lobbyist for Access Copyright, a staunch advocate of restrictive copyright legislation.

Will these changes be enough to trigger more balance in Canadian copyright law? At press time Industry Canada and Canadian Heritage released their proposed amendments to the Copyright Act. The Internet levy was not included in their proposals. ■

A backgrounder with highlights of the proposed legislation and a copy of the Canadian Heritage/Industry Canada joint statement are available online at <http://strategis.ic.gc.ca/epic/inteme/ncrp-prda.nsf/en/rp01140e.html>.

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Not long ago, archives were understood to be the realm of professors, historians, and other specialized researchers. Archives were important and impressive, but seemed beyond the information needs of secondary school students. Of course, that notion has changed dramatically, just as information technology and archives themselves have changed dramatically over the last twenty years. With renewed value placed on Canadian history, community heritage, and social engagement in school curricula for students in grades 7 to 10, archives now play a vital role in providing these students with access to ideas, information, and creative experience.

The online gateway to that experience is Archives Canada (www.archivescanada.ca), also known as the Canadian Archival Information Network. This collaborative effort, coordinated by the Canadian Council of Archives, has been called "the most important single effort in the history of Canadian archives." The importance can be seen the way Archives Canada brings together national and provincial archives in one searchable site, and in the way students and educators at all levels can gain dynamic access to Canada's history and heritage. To explore Archives Canada is to uncover the rich evidence of our collective memory, preserved in documents, maps, photographs, sound and visual recordings. Many of these historic materials can be examined first-hand through the dozens of virtual exhibits linked to Archives Canada. From ship-building to space travel, from First Nations to the Famous Five, Canada's vast story is made tangible through innovative online displays.

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The value of Archives Canada is evident in the support the network has received from provincial governments, the Canadian Culture Online Program of the Department of Canadian Heritage, the Library and Archives Canada, and hundreds of archival institutions across the country. The network is maintained by the Canadian Council of Archives, whose national role is to coordinate, support and contribute to archival efforts, and to ensure that these efforts are communicated to the Canadian public.

As a result, archives across the country today are the realm of students and their teachers. The Canadian Council of Archives invites you to enter that realm, and to bring Canadian history into the classroom.



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We gratefully acknowledge the financial support of the Department of Canadian Heritage through the Canadian Culture Online Program and Library and Archives Canada.

Ce projet a été réalisé grâce à l'aide financière du ministère du Patrimoine canadien et Bibliothèque et Archives Canada par l'intermédiaire du Programme culture canadienne en ligne.

COMMENTARY

TRIBUNE LIBRE

Bring Contract Academic Staff into Mainstream

We live in a time of great change in the Canadian post-secondary education sector. Our classrooms are bulging with students, government financing is increasingly being tied to research performance, commercialization is on the rise, a remarkable percentage of tenured and continuing academics will retire in the next 10 years, and the list goes on.

This is a period of both challenge and opportunity. Maybe it's time everyone in the post-secondary sector rethought how we treat the most disadvantaged employee group, our part-time and full-time colleagues who teach on a sessional or limited-term basis and hence are referred to as contract academic staff (CAS). Reconsidering the role of CAS will help ensure the future of the Canadian postsecondary system.

We all know the post-secondary system thrives on a three-part mission — we teach, we carry out research and we provide service. All of this benefits the students, our institutions and society at large. However, over the past 20 years governments and administrators have been pushing the idea that not all members of the academic community need to do all these things. This claim is not supported by the everyday reality on campuses across North America.

Administrators have increased the percentage of the professoriate holding short-term, teaching-only positions. Since it is not possible to meet the minimum standards of performance we all agree are important without doing research or providing service, administrators are exploiting CAS to benefit the bottom line.

What administrators are saying is that in the interest of budget constraints it is okay to waste the potential of CAS and short-change our students. Tenure-stream faculty will be forced to work harder on the teaching and service side as well, serving on more institutional committees, supervising more advanced students and writing more letters of reference.

Academic staff associations, with the help of CAUT, continue to resist this movement. However, now is the time to go on the off-

fensive and challenge this teaching-only mentality that would create a multi-tiered professoriate. We are told that we are facing a shortage of new faculty to address the coming masses of retirements. We are told that in a post-industrial, knowledge-based society, higher education and research are more important than ever before.

Of course, there is a great diversity in contract academic staff. Some have established careers outside the postsecondary sector and accept the idea they are in teaching only positions. Others are near the end of their working lives and just want to continue as they have for many years.

There are many more, however, who have the qualifications and interest to become full-fledged members of the academic community. They already do much more than teach and they are an indispensable

Teaching-only jobs short-change staff, students & institutions.

pool of people who can help the coming transition in the post-secondary sector. In the coming years we must decide if we will use or waste this resource.

It is time to push for conversion language that makes it possible for qualified CAS to be converted to tenured and tenure-stream appointments in their institutions. These should be positions that recognize teaching, research and service, rather than teaching-only positions under fancy names like "instructor," "teaching master," "fellow," "adjunct," or any other moniker. It's equally important that we move away from per-course contracts and towards a pro rata model of academic employment.

In this latter model, the bulk of contract academic staff will have appointments that provide them pay and benefits not only for teaching but also for both their preparation and contribution to the life of the academy. Preparation involves not just preparation of lectures. It means active engagement in research. Con-

tributions are not limited to assessment and feedback to individual students, but also mean participation in academic governance and the development of high-quality programmes.

We also need to fight for ranks and tenure. We believe the backbone of the post-secondary sector must be full-time, tenured positions. Positions other than these should be conceived of as a percentage of a full-time position. The job of an academic remains the same, regardless of whether it is part-time or full-time, continuing or limited-term.

Both faculty associations and employers will find managing easier when every academic appointment is full-time or a percentage of full-time, rather than the existing thicket of different types of contracts.

Recent thinking of the nature of scholarship reinforces our argument that contract academic staff have a fundamental role to play in the system. In his book, *Scholarship Reconsidered: Priorities of the Professoriate*, Ernest Boyer, past president of the Carnegie Foundation for the Advancement of Teaching, defines academic work broadly as four separate, yet overlapping functions — the scholarship of discovery, integration, application and teaching. Many of the ideas are incorporated in CAUT policy, including the Policy Statement on Fairness for Contract Academic Staff.

Everyone engaged in the academic pursuit is undertaking all of these. Teaching-only positions are academically unsound and they short-change contract academic staff, students and institutions. We need to insist that teaching, research and service are inseparable. To go forward in the future we need to encourage and compensate everyone in the post-secondary sector. Contract academic staff are willing to (re)build our institutions in the future, but we expect better terms than those offered in the past. The strong institutions of the future and the strength of the post-secondary sector as a whole will be determined by our willingness to take up this challenge. ■

Article contributed by CAUT's Contract Academic Staff Committee.

Rae Promises Students Lifetime of Debt



By MOHAMED ELMASRY

FORMER Ontario NDP premier Bob Rae, who was appointed by the Ontario government last year to review the province's post-secondary education system, has concluded the system is underfunded.

His report, titled Ontario: A Leader in Learning, was released in February. It recommended a substantial increase in provincial investment — at least \$1.3 billion in new base funding to colleges and universities by 2007–2008.

Not surprisingly, every Ontario university president was quick to praise the report. That's because their chief concern right now is not where all that money will come from, so long as it comes.

But we need to look a little closer at what Rae is proposing.

First, the good news: there will be a place for every qualified student to attend an Ontario post-secondary institution. The bad news is every one of those qualified students will be guaranteed adequate financial support to study in Ontario. In fact, that is really bad news.

It's bad news because Rae's report, promising what it does, implies universal access to post-secondary education is no longer a fundamental and unquestioned Canadian value. It implies this long-held principle shouldn't be given automatic high priority, not by government, not by taxpayers, nor by colleges and universities.

Instead, the report recommends more money should be allocated to interest-loaded assistance programs so that students from low- and middle-income families who cannot afford the high fees can borrow a great deal of money and be in debt for a good number of years after their graduation. This is what students are doing now.

Rae asserted tuition should not increase until the student assistance program is reformed and government has made significant new financial investments

in the post-secondary system. Tuition levels would then be set by institutions, guided by a new regulatory framework designed to ensure predictability, transparency and affordability for students.

But Rae's report completely misses the point. Ontarians deserve a universal, government-supported post-secondary education system. Isn't education — including post-secondary education — a fundamental human right that should be collectively protected and nurtured by society?

Education should be regarded as a universal right because it releases the enormous potential of human capabilities in all fields of endeavour and is central to the construction and healthy maintenance of genuinely democratic societies. It has strong links not only to consumer productivity and growth (as Rae's report rightly indicates), but also to improved quality of life, reduced health costs, the ability to understand global issues and needs (such as caring for the environment), and simply makes people all round better and happier human beings and caring and contributing citizens.

A high quality, universally accessible, government-supported education system is a win-win scenario for all. And the cost of footing this bill would not be unreasonable, given the enormous economic and social benefits that could result.

Education can be either a great social equalizer that recognizes the unique intellectual and creative value of every citizen, or a great divider that reinforces the subtle discriminations of a class system we are so unwilling to acknowledge. Rae's report has sadly run aground on the same old divisive faults of the latter, and this is wrong. ■

Dr. Mohamed Elmasry is a professor of computer engineering at the University of Waterloo.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

April 28 — Day of Mourning Began in Canada

IN 1984, the Canadian Labour Congress declared a National Day of Mourning for workers killed and injured on the job. April 28 commemorated the enactment of Canada's first comprehensive Workers' Compensation Act in Ontario in 1914.

Observances of the Day of Mourning are widespread in Canada. They are led by unions and labour councils and often with the participation of municipalities, social ac-

tion groups and other non-government organizations. In 1987, a national monument to workers killed or injured on the job was placed in Vincent Massey Park in Ottawa.

Over the years, union organizations in other countries have followed Canada's lead. Today, working people around the world take time on April 28 to remember lost co-workers, friends and family, while renewing their commitment to safer work-

places under the slogan "fight for the living, mourn for the dead."

The International Confederation of Free Trade Unions (ICFTU) estimates 1.2 million workers a year are killed on the job, about a third from injury, a third from disease and another third of undetermined causes.

Some infamous dates include: June 1, 1974 — Nypro Chemical plant in Flixborough, England exploded, killing 28 workers; May 9, 1992 —

Westray mine disaster in Pictou County, Nova Scotia killed 26 miners; May 10, 1993 — Kader toy factory fire in Thailand killed 189 workers and injured 469 more; November 19, 1993 — Zhili toy factory fire in Shenzhen, China killed 87 and injured 47.

The biggest work-related disaster was in 1988 in Bhopal, India from a leak of isocyanates at a pesticide plant that killed at least 2,500

workers and their families and condemned thousands more to painful, permanent disabilities.

The ICFTU holds an annual Day of Mourning at the United Nations building in New York and continues to campaign to make corporations and their executives criminally liable for deaths in the workplaces for which they are responsible. ■

CAREERS CARRIÈRES

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A

■ AFAURES INTERNATIONALES — Université de l'Alberta, La Faculté Saint-Jean de la Université de l'Alberta sollicite des candidatures pour le poste de professeur en affaires internationales au Canada. Par conséquent, la personne retenue devra démontrer un solide engagement pour l'excellence dans la recherche et l'enseignement. L'université offre des bourses d'études aux étudiants des minorités visibles. Les docteurs en droit pour ce concours seront générés par les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels.

national du programme et en particulier de la spécialisation en affaires internationales. La Université offre également des bourses d'études aux étudiants de diverses nationalités internationales. L'embauche se fera préféablement au rang de professeur adjoint mais les candidatures dont les qualifications et l'expérience sont équivalentes à celles d'un rang supérieur seront considérées. Les candidats ou la candidate choisi(e) enseignera dans le cadre du programme bilingue d'administration des affaires au premier cycle et devra être capable d'assurer la recherche et développer un programme de recherches en affaires internationales, économie internationale, finance internationale, management international, tout autre changement dans le secteur des affaires. Le seul enseignement est le français, par conséquent la personne retenue devra démontrer la maîtrise. Le candidat participe activement au développement du secteur.

La University of Alberta respecte le principe d'équité en matière d'emploi. Comme l'indique la loi sur l'égalité entre les sexes dans le milieu du travail et encourage les candidats et hommes, y compris les autochtones et personnes handicapées, à faire valoir leurs droits des minorités visibles. Les docteurs en droit pour ce concours seront générés par les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels.

■ BIOLOGY — University of Western Ontario, Helen Battle Postdoctoral Fellowship in Biology. The Department of Biology at the University of Western Ontario invites applications for a two year postdoctoral fellowship in Biology. The successful applicant will have completed the requirements for a PhD (or equivalent) by the time of taking up the award and show a strong record in research. Candidates whose research interests and experience tie directly to those of

a faculty member (or faculty member) in the Department will be most competitive. The two year award will carry the expectation of some teaching (each year, a one-semester course) and a modest additional stipend. Applications should be sent to the current Chair, with a selection of up to three reprints/preprints of their work and three confidential letters of reference to: M.B. Fenton, Professor and Chair, Department of Biology, University of Western Ontario, London, ON, N6A 5B2, Canada; biology.uwo.ca/cmce/. To apply send your curriculum vitae, a statement of research interests and three individuals to contact for references, copies of three publications representative of your research, and any other supporting documentation by July 1, 2005 to: Faculty of Science, Chair, Chemistry, University of Western Ontario, London, ON, N6A 5B2, Canada; chemistry.uwo.ca/cmce/. All qualified candidates are encouraged to apply; however, Canadian citizens or permanent residents are given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta is on the principle of equal employment opportunity. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, aboriginal people and others.

■ CIVIL ENGINEERING — University of Waterloo, The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position as Assistant or Associate Professor. Professor and permanent residents will be given preference. All qualified candidates must have a strong background in structural engineering and in reliability and risk analyses of structural systems, particularly in the field of nuclear power plants. This successful candidate must complement the already established Industrial Research Chair in Risk-Based Life Cycle Management of Engineering Systems. Applications should be addressed to: Dr. Leo Rothenburg, Chair, Dept. of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Applications will be considered at any time until the position is filled.

■ CIVIL ENGINEERING — University of Waterloo, The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position as Assistant or Associate Professor or rank. Candidates must have a strong background in structural engineering and ap-



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Ferméture du concours : le 30 mars 2005

L'Université de Moncton s'ouvre à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

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The Department of Mathematics and Statistics at Memorial University of Newfoundland invites applications for two tenure-track positions (subject to budgetary approval) at the Assistant Professor level in Mathematics, starting January 1, 2006. Applications from all areas of Pure and Applied Mathematics will be considered.

A completed earned doctorate is required at the time of appointment, along with evidence of outstanding research and excellent teaching.

Review of applications will begin September 1, 2005, and continue until suitable candidates have been identified. Candidates should submit a Curriculum Vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy. They should also arrange for the names and addresses of three referees to be sent to:

Interim Head of Department

Department of Mathematics & Statistics
Memorial University of Newfoundland
St. John's, NL A1C 5S7 Canada
E-mail: mathstat@math.mun.ca
Internet: www.math.mun.ca

The appropriate code MUST be used on all correspondence:
Applied Mathematics VPA-MAST-2005-001
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Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

SECTION
B

students and 70 other researchers. The current research strengths within the department include surface and colloidal science, computational and catalytic reaction engineering and catalysis, polymer engineering and nanostructured fuel cells. For information about our Department, please consult our website at: <http://www.engineering.uwaterloo.ca/cmce/>. To apply send your curriculum vitae, a statement of research interests and three letters of reference to: fraser.forbes@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens or permanent residents are given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta is on the principle of equal employment opportunity. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, aboriginal people and others.

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Université
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CAREERS CARRIÈRES

piled mechanics and a research record in the area of rehabilitation of steel structures and bridges with expertise in structural health monitoring, composite materials, fracture mechanics, and finite element analysis. The successful candidate must complement the recently established Canada Research Chair (Tier II) in Structural Rehabilitation. Applicants should have a PhD in Civil Engineering and a minimum of five years of professional engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for research in structural health monitoring, durability and reliability. The successful applicant is expected to have excellent communication skills and be able to communicate research studies and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Salary will be commensurate with qualifications and experience. Qualified applicants should submit a letter of application, a curriculum vitae and a listing of publications and teaching experience, three copies of at least three recent papers, and should arrange for references from at least three referees. Applications should be sent by electronic mail to cas@uwaterloo.ca. Applications will be accepted until April 15, 2005.

■ CIVIL ENGINEERING — University of British Columbia. Applications are invited from outstanding individuals for a tenure-track faculty position at the Assistant Professor level in civil engineering materials within the Department of Civil Engineering at the University of British Columbia. The successful applicant will be expected to hold a PhD in civil engineering or a related field. Applicants should demonstrate a strong interest in research in one or more of the following areas: permanent concrete, concrete structures, specialized concrete, advanced materials for repair, strengthening and protection of structures, smart materials and non-destructive testing. Other areas related to civil engineering materials will also be considered. Further information about the Department of Civil Engineering is available at www.civl.ubc.ca. Information on the promotion environment in the Faculty of Applied Science is available at www.ac.ubc.ca. Applications should include a detailed curriculum vitae, one-page statements describing research and teaching interests, the names and contact details of four referees, and a statement indicating whether or not you are legally able to work in Canada. The deadline for applications is July 1, 2005. Applications should be sent by mail or e-mail to: Head, Department of Civil Engineering, The University of British Columbia, 6270 Applied Science Lane, Vancouver, BC, Canada, V6T 1Z4. The position is available effective January 1, 2006, and is subject to final budgetary approval. The University of British Columbia is an equal opportunity employer and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ COMPUTER SCIENCE — University of New Brunswick (Saint John Campus). Applications are invited for two Instructor positions in Computer Science beginning August 1, 2005. One position is a 9-month term contract position and the other is a probationary appointment. The Computer Science degree programs in Computer Science and Data Analysis and the Computer Science degree program has an average of 100 students taking engineering, networking and high-performance scientific computing. The Department has strength in the software process area of software development and in scientific computing and applied mathematics. The ideal position for the ideal candidate would be a software engineering specialist with demonstrated teaching competence and hold a PhD in Computer Science or be near completion of this degree. Candidates should have a Master's degree in Computer Science with teaching experience will also be considered. Responsibilities include teaching and assisting in university academic services. For the probationary appointment, candidates with experience should complement the Department's specializations. Candidates should have a minimum of a Master's degree in Computer Science or a closely related discipline and a passion for teaching. Responsibilities include teaching, instructional credit assessment, coordinating off-campus course offerings, and assisting in the university academic services. Previous teaching experience is desired. The position will be subject to final budgetary approval. Review of applications will begin May 15, 2005, however, applications will be accepted until the positions are filled. Applications should include a curriculum vitae and the names and addresses of three referees (including e-mail address and telephone number) to Dr. L. Garey, Acting Chair, Department of Computer Science and Associate Dean, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, Canada, E2L 4L5; fax (506) 648-5799; e-mail csa@unbsj.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ COMPUTER SCIENCE — University of Waterloo. The University of Waterloo invites applications for a tenure-track faculty position in the School of Computer Science. In the area of graphics systems, candidates with all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain an active research grant program, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and con-

tribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with qualifications and appointments are expected to commence during the 2005 calendar year. Exceptional candidates may be considered for a Tier 2 Canada Research Chair. For further information see the School of Computer Science website at <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to cas@uwaterloo.ca, or by post to Chair, Advisory Committee on Academic Staffing, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a primary appointment in the School of Computer Science, the Department of Mathematics and Statistics, the Department of Systems Design Engineering, the Department of Surgery, or another appropriate department. Cross-appointments to multiple departments are possible. Salary will be competitive and commensurate with qualifications and experience. Qualified applicants should submit a letter of application, a curriculum vitae and a listing of publications and teaching experience, three copies of at least three recent papers, and should arrange for references from at least three referees to be sent to: Chair, CAS Appointments Committee, Human Mobility Research Centre, University of Waterloo, 200 University Avenue, Waterloo, Ontario, Canada, N2L 3G1. Material may also be sent electronically to searches@queensu.ca. Review of applications will begin on May 1, 2005. The position will remain open until the position is filled. Queen's University is an integral part of the vibrant Kingston community in the heart of the Thousand Islands region of southeastern Ontario. Queen's has a community spirit unmatched by any other Canadian university. Academic terms at Queen's University are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/qufa>. The successful applicant will be an individual who is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal peoples, persons with disabilities, persons of any sexual orientation and gender identity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ COMPUTER SCIENCE — University of York. The University of York, Faculty of Arts, Division of Social Science invites applications for a two-year contractually limited appointment at the assistant professor level commencing July 1, 2005. The successful candidate will be appointed to the Faculty of Arts, mandated to promote undergraduate general education, as well as a number of specialized interdisciplinary programs, including Criminology. Information about the Law & Society program

start-up and operation of the Operating Room 2010 (DR/2010) project. DR/2010, set to open in fall 2005, will be a fully integrated operating suite at Kingston General Hospital to support research in minimally invasive assisted surgery, interventional radiology and diagnostic radiology. The successful candidate will be given a primary appointment in the School of Computing, the Department of Mathematics and Statistics, the Department of Systems Design Engineering, the Department of Surgery, or another appropriate department. Cross-appointments to multiple departments are possible. Salary will be competitive and commensurate with qualifications and experience. Qualified applicants should submit a letter of application, a curriculum vitae and a listing of publications and teaching experience, three copies of at least three recent papers, and should arrange for references from at least three referees to be sent to: Chair, CAS Appointments Committee, Human Mobility Research Centre, University of Waterloo, 200 University Avenue, Waterloo, Ontario, Canada, N2L 3G1. Material may also be sent electronically to searches@queensu.ca. Review of applications will begin on May 1, 2005. The position will remain open until the position is filled. Queen's University is an integral part of the vibrant Kingston community in the heart of the Thousand Islands region of southeastern Ontario. Queen's has a community spirit unmatched by any other Canadian university. Academic terms at Queen's University are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/qufa>. The successful applicant will be an individual who is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal peoples, persons with disabilities, persons of any sexual orientation and gender identity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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UNIVERSITY OF WATERLOO

VICE-PRESIDENT, UNIVERSITY RESEARCH

The Vice-President, University Research provides leadership to ensure the highest possible standards of research and scholarship, to identify research opportunities, and to encourage research-related cooperation across all six faculties. The Vice-President reports to the President, is part of the senior administrative team, co-chairs the Senate Graduate & Research Council, and manages the Office of Research (includes a technology transfer & licensing office; responsibility for the administration of research services and funds). The Vice-President is the external representative for the University with regard to research and research-related issues.

The University of Waterloo (UW) is an outward-looking, research-intensive university, aware of and responsive to the needs of society. The national leader in the transfer of ideas and technology to the public and private sectors, UW can claim more Canadian high-tech and knowledge-based spin-off companies than any other school.

UW offers a full range of programs in the humanities, social sciences, health, mathematics, natural sciences and engineering. It has the largest co-operative education program in the world. The full-time faculty complement is about 800, total enrollment 22,000. Increasing graduate student enrollment is a high priority in UW's planning for the future.

Waterloo has 22 Tier 1 Canada Research Chairs. Researchers participate in 18 Networks of Centres of Excellence and four provincial Centres. The University Senate has established 31 centres & institutes, most with an interdisciplinary focus. UW has 235 international linkage agreements, collaborative activities and education and research projects in 49 countries. Research funding from public and private sources totals \$103 million. A goal is to increase research intensity at all levels.

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To ensure consideration, documentation should be submitted, in confidence, by May 20, 2005 to the address shown below. Applications should be accompanied by a current curriculum vitae, a brief statement of interest, and the names of three referees familiar with the applicant's academic credentials and administrative experience. Nominations are also invited and should include an up-to-date CV.

Chair, VP University Research Nominating Committee
c/o University Secretariat
Needles Hall, University of Waterloo, Waterloo, Ontario N2L 3G1

Applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities are encouraged. Priority will be given to Canadians and permanent residents.



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- Spécialisation et dossier actif de recherche dans le domaine
- Expérience en enseignement au primaire ou au secondaire, un atout
- Connaissance passive de l'anglais comme condition de permanence ou comme condition de renouvellement de contrat
- Connaissance des nouvelles technologies de l'information

Les candidates ou les candidats vont d'œuvrer enseigner aux programmes de premier, de deuxième et de troisième cycles, faire de la recherche dans leur domaine d'expertise, superviser des thèses de M.A. et de Ph.D., des stages au niveau du B.Ed., participer aux activités universitaires.

La date d'entrée en fonction est le 1^{er} juillet 2005.

L'étude des dossiers continuera jusqu'à ce que les postes soient comblés.

Veuillez faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois répondant(e)s à l'adresse suivante : Renée Forgette-Giroux, Vice-doyenne (Programmes), Faculté d'éducation, Université d'Ottawa, 145, rue Jean-Jacques-Lussier (316 W), C.P. 450, succursale A, Ottawa (Ontario) K1N 6NS. Courriel : vdpog@uottawa.ca

Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents.

L'Université d'Ottawa a une politique d'équité en matière d'emploi. Ces postes seront comblés sous réserve des disponibilités budgétaires. Seules les personnes invitées pour une entrevue recevront un accusé de réception.

University of Ottawa

Located in the heart of Canada's capital and offering a broad range of outstanding research and teaching programs in both of our country's official languages, the University of Ottawa is Canada's university.

Professors in Education

The Faculty of Education of the University of Ottawa is seeking candidates who are interested in teaching in the following fields:

FRENCH POSITIONS

- Didactique des mathématiques
- Didactique du français

ENGLISH POSITIONS

- Educational Evaluation and Quantitative Research Methods
- Science Education
- Mathematics Education

Qualifications:

- Ph.D. in Education or a related field
- Specialization and active record of research in the field
- Experience in teaching at the primary and secondary levels, an asset
- Passive knowledge of French as a condition of permanency and a condition of contract renewal
- Knowledge of new trends in information technology

The candidate will be expected to teach at the undergraduate and graduate levels, maintain research in the area of expertise, supervise MA and PhD theses and practica at the B.Ed level, participate in University activities.

The starting date is July 1st, 2005.

The examination of applications will continue until the positions have been filled.

Please forward your request, your résumé and the names of three references to the following address: Renée Forgette-Giroux, Vice-Dean (Programs), Faculty of Education, University of Ottawa, 145 Jean-Jacques Lussier Street (316 W), P.O. Box 450, Station A, Ottawa, Ontario K1N 6NS; Email: vdpog@uottawa.ca

All qualified candidates are encouraged to apply. However, preference will be given to Canadian citizens and permanent residents.

The University of Ottawa subscribes to an employment equity policy. These positions will be filled subject to budget availability. Only candidates selected for an interview will be contacted.

www.uottawa.ca



CAREERS CARRIÈRES



DIRECTOR School of Human Kinetics & Recreation

Memorial University of Newfoundland invites applications and nominations for the position of Director of the School of Human Kinetics and Recreation. Candidates must have an earned doctorate in an appropriate discipline, demonstrated strength as a teacher, researcher, leader, administrator and communicator, evidence of community interaction and service, experience in building professional partnerships, knowledge of, or experience in kinesiology, physical education and recreation.

In addition to offering degree programs in Kinesiology, Physical Education and Recreation, in both co-operative and non-co-operative forms, the School of Human Kinetics and Recreation is presently responsible for the varsity athletic programs at Memorial. The School graduated 78 students last year, and had 280 full-time undergraduate and 33 full-time graduate students enrolled. There are eleven tenured or tenure-track faculty and 12 permanent staff. The School is next door to the new \$15M Field-House and Aquarena. Memorial University is the largest university in Atlantic Canada and the only university in the province. There are close to 18,000 students in 14 faculties and schools. There are four campuses, two in St John's, one in Corner Brook and one in England.

The appointment will take effect on August 1, 2005 or as soon as possible thereafter. Written nominations or application along with the names and addresses of three referees should be submitted on or before June 1, 2005 to:

Dr. H.E.A. Campbell, Vice-President (Academic)
Memorial University of Newfoundland
St. John's, NL A1C 5S7
Telephone: (709) 737-8246
Fax: (709) 737-2074
E-mail: eddy@mun.ca

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to Employment Equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Vous prenez votre retraite?

L'Association canadienne des professeurs et professeures d'université (ACPPU) est le porte-parole national du corps universitaire. Représentant aujourd'hui 30 000 professeurs, bibliothécaires, chercheurs et autres universitaires, l'ACPPU défend fermement la liberté universitaire et travaille activement, dans l'intérêt public, à améliorer la qualité et l'accèsibilité de l'enseignement postsecondaire au Canada. Du lobbying auprès des gouvernements au soutien dans les négociations collectives et en matière juridique, l'ACPPU fait activement progresser les intérêts sociaux et économiques de ses membres. L'ACPPU offre des cours, des ateliers et des conférences, enquête sur les menaces faites à la liberté universitaire, mène des recherches poussées et travaille au sein de coalitions nationales et internationales vouées au mieux-être du personnel et des étudiants des établissements d'enseignement postsecondaire.

Si vous prenez votre retraite mais vous ne pouvez demeurer membre de l'ACPPU par l'entremise de votre association locale de professeurs, vous pouvez adhérer à l'ACPPU à titre de membre à la retraite associé. Gardez le contact avec vos collègues à la grandeur du pays et participez aux diverses activités de l'ACPPU, dont les conférences, les ateliers, les programmes d'affinité et les travaux des comités.

Profitez des avantages offerts aux membres de l'ACPPU :

- L'abonnement au Bulletin
- La possibilité d'exercer une charge et de siéger aux comités de l'ACPPU
- L'admissibilité aux régimes d'assurance collective
- Des tarifs réduits pour la location de véhicules
- L'accès aux programmes d'affinité financiers

Remplissez le formulaire ci-dessous et faites-le parvenir à l'ACPPU, à l'adresse suivante :
Association canadienne des professeurs et professeurs d'université, 2675, promenade Queenview, Ottawa (Ontario) K2B 8K2.

MEMBRE À LA RETRAITE ASSOCIÉ

Nom :

Adresse :

Université :

Année de la retraite :

Une année seulement
25\$



can be found at <http://www.arts.yorku.ca/criminology>. The successful candidate will hold a PhD for the clinical component of their research and will show promise of excellence in research and show publication in the field of criminology. He or she must demonstrate a strong competence in undergraduate teaching and ability to teach in an interdisciplinary program. The candidate will teach the equivalent of three full-year courses from this available list of courses: AS/SDSC/CRIM 4550 6.0 Criminal Justice System and AS/SDSC/CRIM 4551 3.0 Criminal Law and Procedure; AS/SDSC/CRIM 4551 6.0 Criminal Justice System; and AS/SDSC/CRIM 4550 6.0 Criminology Honours Seminar. AS/SDSC/CRIM 4550 requires a copy of the York University's Alternative Action Program which can be found on York's website at www.yorku.ca/academics/index.html or a copy of the York University's Alternative Action Program and a copy of the York University's Alternative Action Program located at <http://www.yorku.ca/altaction/>. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applications from citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). Candidates are asked to submit a Curriculum Vitae, a statement of research interests, a statement of teaching philosophy, and sample publications. To apply, send three reference letters of relevance to: Darryl Reed, Chair, Division of Social Science, S756 Ross Building, Dalhousie University, Halifax, NS B3H 2W5, Telephone: 416-736-5056; Fax: 416-736-5576; E-Mail: dreed@yorku.ca. All York University positions are subject to budgetary approval. Deadline: May 15, 2005.

and rank will be commensurate with qualifications and experience. All qualified candidates are eligible for licensure in Nova Scotia. Private Practice privilege is integrated with the appointment. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racialized persons, and women. Dalhousie University is one of Canada's leading teaching and research universities, with four professional Faculties, a Faculty of Graduate Studies and a number of research centres and institutes. Collaborative and intensive research is encouraged; it is in cooperation in teaching among the Faculties. We inspire students, faculty, staff, and graduates to think big, think bold, and think well. Located in the world's capital, Halifax is a vibrant, cosmopolitan city, and the business, academic, and medical center for Canada's eastern seaboard.

May 1, 2005. Applicants should submit a letter of application with Curriculum Vitae, up to three reprints of research publications, a statement of research interests, and a statement of teaching philosophy to: Dr. M. N. Ryding, Chair, Search Committee, Faculty of Dentistry, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

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DENTISTRY — DALHOUSIE UNIVERSITY, The Faculty of Dentistry, located in Halifax, Nova Scotia, is seeking a applicant for a full-time, term appointment possibly leading to a tenure track faculty position at the rank of Assistant Professor. Full Professorial consideration and Preference domain in the Department of Dental Clinical Sciences. Qualified candidates may be considered for a tenure track position and the position of Division Head of Prosthetic Dentistry, Operative Dentistry, Fixed, Removable, and Implant Prosthodontics. The Division Head reports to the Department Chair. Responsibilities will include undergraduate and graduate dental education, clinical practice, continuing education presentations and associated administrative duties. The Division collaborates with the School of Biomedical Engineering in graduate studies and with the Schools of Dentistry and Divisions, Departments, Faculties and Universities. Academic rank will be based on the successful candidate's qualifications, experience, and achievements. It is expected that the successful candidate will have a doctoral degree in an accredited specialty program, or a non-accredited specialty program and hold a PhD. The successful applicant will have demonstrated experience in research, undergraduate and graduate teaching, and administration. Salary



Dean of The Faculty of Dentistry

Established in 1821, McGill University is an internationally known, research-intensive university and a Canadian leader in higher education. Located in Montreal, one of the world's great cities, the University benefits from a milieu rich in culture, recreation and diversity. The University currently has a faculty and staff of 7,500, and some 30,000 students.

The Faculty of Dentistry, which celebrated its 100th anniversary last year, is recognized for its world-class teaching and research. It is well known for its forward-looking teaching programs and for its leadership role and innovation in research areas such as pain, clinical trials, dental public health, mineralized tissues, nanobiology, and advanced biomaterials. The Faculty is a major partner in several trans-faculty and trans-disciplinary research centres at McGill that include the Centre for Bone and Periodontal Research, the Centre for Research on Pain, the Centre for Biorecognition and Biosensors, the McGill Institute for Advanced Materials, and the Facility for Electron Microscopy Research. Further information about the Faculty may be found at www.mcgill.ca/dentistry.

The Dean of Dentistry will assume the academic, financial and operational leadership of the Faculty. The successful candidate will possess a degree in dentistry, with a professional designation. A post-graduate degree would be a definite asset. The Dean will demonstrate a proven record of accomplishments, ideally combining academic, research and clinical leadership. He or she will possess strong strategic, interpersonal and communications skills; as well as an understanding and respect for collegial governance. The Dean will also demonstrate relevant administrative experience and a proven ability for fundraising. Ideally, the successful candidate should be able to communicate and work in both English, the language of instruction at McGill, and French.

The Advisory Committee will begin its review of candidates in March 2005. McGill University is committed to equity in employment.

Applications and nominations including a full résumé, letter of introduction and the names of three references should be forwarded to:

SpencerStuart

Spencer Stuart
Robert C. Nadeau, FCMC
1002 Sherbrooke Street West
Suite 2500, Montréal, Québec, H3A 3L6
or by email: rnaire@spencerstuart.com

CAREERS CARRIÈRES

html). Embracing this mission, Western Engineers has undertaken a rapid expansion of its Research Program. New opportunities have arisen and continue to arise, including the addition of a new building that houses the Electrical and Computer Engineering research and teaching laboratories associated with the Department and its programs. Those interested in applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Dr. T.S. Sidhu, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. All qualified candidates, including women and persons with disabilities, are welcome and should be sent to: sidhu@engr.uwo.ca. Consideration of applications will commence on April 1, 2005 and will continue until the position is filled. Applications are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents with disabilities are particularly welcome. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING – University of Manitoba

Applications and nominations are invited for the position of Head of the Department of Electrical and Computer Engineering at the University of Manitoba. The appointment is a five year term beginning July 1, 2005, or as soon as possible thereafter, subject to the outcome of the search committee's report. The University of Manitoba is an equal opportunity employer.

The incumbent will hold a full time tenured appointment at the rank of Professor or Associate Professor. The Department is composed of 31 academic staff, 2 administrative staff, 10 postdoctoral and 15 support staff. Its typical undergraduate enrollment ranges between 300 and 400 students in the final three years of a four year academic program, plus an established faculty fellowship program which is designed to complement and enrich the academic program with practical work experience in an industrial setting. As well, the department has a thriving graduate program by which approximately 200 graduate students pursue MEng, MSc and PhD degrees. The Department is home to 2 Canada Research Chairholders, 2 Natural Sciences and Engineering Research Council (NSERC) Chairholders, and 4 Centra Chairholders. For further information about the Faculty of Engineering and the Department of Electrical and Computer Engineering, go to (<http://www.umanitoba.ca/faculties/engineering/>). Applications should be submitted by individuals who are established teachers and researchers, and who have evidence of high quality teaching, research and professionalism. The ability to provide leadership and innovation is paramount. Applicants are expected to have a demonstrated ability to work with industry and other academic partners. They must hold an earned doctorate or equivalent experience, and be generally eligible for registration in the Association of Professional Engineers of the Province of Manitoba. Winnipeg is the largest city in the Province of Manitoba and offers a rich cultural environment, including symphony, opera, dance, theatre, and ethnic festivals. In addition to affordable housing, the region provides excellent opportunities for outdoor recreation in all seasons. To learn more about the City of Winnipeg and its destination website, go to (<http://www.visitwinnipeg.visitwinnipeg.ca>). The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Application materials, including letters of reference, should be submitted along with the "Freedom of Information and Protection of Privacy Act (Manitoba)" Applications (Refer to Position ALX 359), including (i) a curriculum vitae, (ii) a vision statement outlining future directions of the Department, and (iii) the names of three persons willing to provide a letter of reference, should be forwarded to: Dr. Douglas W. Ruth, Dean of Engineering, The University of Manitoba, 250 University Avenue, Winnipeg, Manitoba, Canada, R3T 5V6. E-mail: druth@cc.vim.umanitoba.ca. Review of applications will commence on April 1, 2005. The names of applicants will be treated confidentially until such time as the names of those being considered will be made public.

ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo

The Department of Electrical and Computer Engineering of the University of Waterloo invites applications for several tenured or tenure-track positions at the rank of Assistant, Associate or Full Professor in the engineering of embedded, distributed or dependable computer systems. The Department also seeks exceptional applicants with leadership, vision, and strong records of research accomplishments. For all professor positions, the department seeks strong applicants with an established record and have demonstrated potential for quality research and teaching. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. Highly qualified candidates may be considered for award of ECE Research Chairs. These Chairs receive substantial research funding and support for graduate students. The awards are renewable for up to a maximum of five years, subject to the possibility of renewal. The department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 2500 students, including PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the Faculty of Computer Science) are among the top programs from across Canada. The department offers an outstanding research environment with research laboratories in software systems and engineering, digital signal design and verification, and other ECE areas ranging

from wireless communications to micro-electromechanical systems. Researchers benefit from close collaboration with many international companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be commensurate with the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo, population 300,000, in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested parties should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator, School of Computer Science, Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. If the applicant wishes, an additional soft copy of the application can be sent to: cse@cs Waterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents with disabilities are particularly welcome and should be sent to: sidhu@engr.uwo.ca. Applications should have earned a doctoral degree in Computer Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Faculty salaries are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 65 faculty members. The graduate programs attract over 2000 students. Undergraduate enrollment is more than 1000 students, with an enrollment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering, and Mechatronics Engineering (offered jointly with the School of Computer Sciences), Mechatronics Engineering (offered jointly with the Department of Mechanical Engineering and Sys-

tems Design Engineering), and Nanotechnology Engineering (to be launched in September 2005) are in the Departments of Chemical and Chemical Engineering. The department offers an outstanding research environment in two recently completed buildings with state-of-the-art research laboratories. Researchers in the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very good intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo is located in the attractive two-university community in the Region of Waterloo in the heart of southern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system (strongly encouraged) or by fax to 519-885-1211, or by mail or electronic mail to: cse@cs Waterloo.ca or by post to: Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents with disabilities are particularly welcome and should be sent to: sidhu@engr.uwo.ca.

ACADIA UNIVERSITY

Wolfville, Nova Scotia



Acadia is a stimulating, vibrant environment, on and off campus, where dedicated faculty inspire and challenge students to be their best. Academic innovation has garnered the university a reputation for excellence. Our history of providing excellent academic programs and outstanding student life activities, combined with our setting in the university-oriented community of Wolfville on the shores of the Minas Basin, have all contributed to Acadia being recognized as one of Canada's premier undergraduate universities.

Acadia University invites applications for the following tenure track opportunities. Review of applications will begin immediately and continue until the positions are filled.

Director: Jodrey School of Computer Science

Acadia University is seeking a Director to provide visionary leadership and advocacy for its computer science undergraduate programs, graduate programs, research and scholarship. The Jodrey School of Computer Science is a growing department with 11 faculty members committed strongly to the goal of excellence. It offers a full range of undergraduate and graduate courses leading to bachelors, honours and masters degrees in computer science. There are currently more than 150 undergraduate students in fully accredited programs and more than 30 graduate students in the School. The Computer Science Accreditation Board has accredited the undergraduate programs since 1990 and the computer science Master's program is currently Acadia's largest thesis masters program. Some areas of ongoing research are algorithms, algorithm visualization, artificial intelligence, database performance, distributed systems, graph theory, internationalized object-oriented systems, software agents and visual programming languages. More information about the School is available at <http://www.acadia.ca/computer-science>.

It is expected that the Director will ensure the continued success of the School through leadership in increasing student enrollment and effectively working with the Dean of the Faculty and Senior Administration to ensure a strong faculty complement. Responsibilities of the Director include, but are not limited to, hiring, supervising, supporting, and evaluating faculty and staff, managing the School's budget, and representing the School's interests to the Dean, the university administration, and the community.

Applicants must qualify for the rank of Associate or Full Professor in Computer Science and have a commitment to excellence in research, teaching and outreach. A record that clearly demonstrates strong leadership, innovation, and consistent success in securing external research funding is requisite for this position. This is an academic position, reporting directly to the Dean of the Faculty of Pure and Applied Science.

The appointment commences July 1, 2005. Interested applicants are encouraged to send their letter of application referencing position number 20308, curriculum vitae, and contact information for three references to:

Dr George Iwana, Chair Selection Committee
Dean, Faculty of Pure and Applied Science
Acadia University, Wolfville, NS B4P 2R6
Fax: 902-585-1637
Email: george.iwana@acadiau.ca

Department of History & Classics

The Department of History & Classics invites applications for a tenure track position in history (position #10762) at the Assistant Professor level effective July 1, 2005. Candidates should have a completed Ph.D. by the appointment date, an established research programme, and a sound teaching record. The successful candidate must be qualified to teach in the field of Post-Confederation Canada.

Applicants should submit a letter of application, a curriculum vitae, an example of scholarly work, and arrange for three letters of recommendation to be sent to:

Dr Barry Moody, Head
Department of History & Classics
Acadia University, Wolfville, NS B4P 2R6
Fax: 902-585-1070
Email: barry.moody@acadiau.ca

Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill these positions at a level different from the advertised level or term.

For the most recent information available on faculty positions at Acadia University, please check our website at <http://admin.acadiau.ca/faculty/homepage.html>.



EDMONTON, ALBERTA, CANADA

The George Ford Chair in Materials Engineering

Department of Mechanical Engineering

In cooperation with the Board of Governors of the University of Alberta, the Faculty of Engineering has established the George Ford Chair in Materials Engineering within the Department of Mechanical Engineering. The Chair was established to honor the lifetime commitment and unique contributions of Dr. George Ford to the instruction of engineering at the University of Alberta and to the advancement of the engineering profession as a whole. The goal is to employ a recognized expert in the field of advanced materials who will:

- stimulate both undergraduate and graduate engineering students through instruction in advanced materials and their utilization;
- stimulate and be involved in applied research and design related to advanced materials;
- provide a visible window for interaction and cooperation with industrial partners in the utilization of advanced materials.

The recipient of this Chair will be at the rank of Full Professor by an individual who, through their contributions, has achieved international recognition in the field of advanced materials. In addition to an appropriate salary the Chair will have access

to existing facilities and space as well as funds for technical support, graduate students and/or visiting scientists.

Selection of the Chair will be done through the recommendation of a selection committee appointed by the Dean of the Faculty of Engineering and will have representation from the private sector. The appointment may be for an indefinite term or for a limited term in accordance with University policies and procedures.

Candidates must hold a Ph.D. in Mechanical Engineering or related Engineering discipline. Successful candidates will be expected to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta.

Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests, as well as a specific research plan, and three papers most relevant to their research interests, to:

Chair, Department of Mechanical Engineering,

University of Alberta,
Edmonton, Alberta, T6G 2G8

Deadline: May 15, 2005.

Information about the department can be found at: <http://www.mce.ualberta.ca>

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF REGINA



UNIVERSITY OF
REGINA

Saskatchewan

FACULTY POSITIONS

FACULTY OF EDUCATION

In the area of French Education - www.uregina.ca/hr/recruitment.html

TERMINAL POSITIONS

FACULTY OF ARTS

In the School of Journalism - www.uregina.ca/hr/recruitment.html

TENURE-TRACK POSITIONS

FACULTY OF EDUCATION

In the area of French Education - www.uregina.ca/hr/recruitment.html

For more details on the University of Regina please visit www.uregina.ca

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2

www.uregina.ca/hr/recruitment.html

ACADEMIA
UNIVERSITY



CAREERS CARRIÈRES

GEOGRAPHY - University of Waterloo
The Department of Geography at the University of Waterloo invites applications for a tenured faculty position in Geography. The appointment will be at the full or associate professor level for a specialist in Remote Sensing. Preference will be given to applicants who emphasize the application of remote sensing, have experience with the use of remote sensing in environmental modelling, and are knowledgeable in environmental management and/or spatial statistics. We seek a person who has an established and well-funded research program with a demonstrated ability to attract graduate students. A record of specialty in the department will be an advantage. The successful candidate will join a strong team of geomatics specialists at Waterloo and contribute to teaching at the undergraduate and graduate levels. The Department of Geography is part of the Faculty of Environmental Studies. For additional information please see www.geog.uwaterloo.ca/geography. Applicants must have a PhD. Start date for the appointment is open to negotiation, but the successful candidate will be expected to start no later than January 1, 2006. Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applications should be sent with a teaching statement, a curriculum vitae, and three letters of reference. The first stage in the review of applicants will be based on the application and C.V. Referees will be contacted for

these being considered in the second stage of the review. This review of applications will commence March 21, 2005 and continue until the position is filled. Applications should be sent to: Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will receive priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. We are particularly interested in candidates who can contribute to the greater internalization of Saint Mary's curriculum as a way of engaging global issues and of addressing global challenges and opportunities in the global environment. Letters of application accompanied by an up-to-date curriculum vitae, three confidential letters of reference addressed to the Chair of the Department, and a teaching dossier should be sent to: Dr. Paul Bernard, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, NS, B3H 2W5, Canada. Closing date for applications is April 30, 2005. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents.

We are particularly interested in candidates who can contribute to the greater internalization of Saint Mary's curriculum as a way of engaging global issues and of addressing global challenges and opportunities in the global environment. Letters of application accompanied by an up-to-date curriculum vitae, three confidential letters of reference addressed to the Chair of the Department, and a teaching dossier should be sent to: Dr. Paul Bernard, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, NS, B3H 2W5, Canada. Closing date for applications is April 30, 2005. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents.

HUMANITIES - St. Mary's University
The Department of Modern Languages and Classics, Saint Mary's University, invites applications for a tenure-track appointment at the rank of Assistant Professor starting July 1, 2005. The Department is seeking a dynamic individual who can assume responsibility for all aspects of the German Studies program, including recent developments in the study of German literature and culture. The ideal candidate will have a research profile in German Studies with emphasis on language and culture, and a demonstrated ability to teach German language and intermediate language teaching at all levels. The successful candidate will have the vision and leadership skills to combine research interests in one or more of such fields as German literature, German film studies, and technology-mediated language instruction, or second language learning with German program development and course design. Secondary interest in other fields related to the University's Interdisciplinary pro-

grams would be a decided asset. Applications should hold a PhD or be near completion of the degree, possess native or near-native fluency in German and English, and be familiar with second language education in the Canadian university context. The successful candidate is unlikely to be committed to serving the local, regional, national and international communities, a commitment which may be less through outreach activities, community-based projects, or personal contacts, but rather through a commitment to teaching, research, and publication. Candidates must have a commitment to research and a well-established publication record. Ability to teach large undergraduate courses and small seminar courses is essential. We encourage creative and innovative approaches to teaching. The appointment is effective September 1, 2005, or when filled thereafter. Applicants should send a curriculum vitae, a teaching dossier, three summaries of teaching evaluations, and three reference letters to Dr. Patrick Hagan, Chair, Department of History, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will receive priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. Closing date for applications is June 15, 2005. Please note that applications sent by facsimile or e-mail will not be accepted.

HISTORY - University of Waterloo
Applications are invited for a position at the senior Assistant Professor or Associate Professor level in modern Canadian history. Individuals from all fields are invited to apply and potential candidates need not be limited to research activities and/or public service. Candidates must have a commitment to research and a well-established publication record. Ability to teach large undergraduate courses and small seminar courses is essential. We encourage creative and innovative approaches to teaching. The appointment is effective September 1, 2005, or when filled thereafter. Applicants should send a curriculum vitae, a teaching dossier, three summaries of teaching evaluations, and three reference letters to Dr. Patrick Hagan, Chair, Department of History, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will receive priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. Closing date for applications is June 15, 2005. Please note that applications sent by facsimile or e-mail will not be accepted.

HISTORY/POLITICAL SCIENCE - University of Waterloo

Applications are invited for a tenure-track position for a joint appointment in the Departments of History and Political Science at the University of Waterloo at the Assistant Professor level. Applications must have a background in International History/International Relations to teach courses in the Department of History and Political Science, that focus upon historical approaches to global change. Scholars who are working on contemporary international history are also invited to apply. Those who are working on theoretical approaches to the study of international and diplomatic history. Candidates must have a PhD in History with an interdisciplinary background in International Relations or Political Science. The candidate is expected to contribute to teaching at the undergraduate level in a large class environment and at the graduate level. The appointment is effective September 1, 2005. Salary negotiable. Send applications to: CV, teaching dossier, 2 or 3 samples of recent scholarly work, and three letters of reference to Professor Patrick Harrigan, Chair, Department of History and Political Science, Waterloo, Ontario, N2L 3G1, Canada, by August 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. Please note that applications sent by fax or e-mail will not be accepted.

Academic Anatomical Pathologists

- With an emphasis on Cytopathology & Endocrine Pathology (position available July 1, 2005)
- With an emphasis on Gynecological Pathology (position available January 1, 2006)

Vancouver General & UBC Hospitals

Part of Vancouver Coastal Health, VGH/UBC Hospitals currently has 45,000 surgical cases, including materials from all organ systems and is a referral centre for the whole of British Columbia.

For each of these positions, the Department of Pathology and Laboratory Medicine is seeking an accomplished specialist with an FRCP(C) in Anatomical or General Pathology (or equivalent) and active professional interest in Academic Anatomical Pathology. Expertise in the area of emphasis (as indicated above) would be advantageous; other areas of specialization will also be considered. In addition, you must be eligible for licensure with the College of Physicians and Surgeons of BC.

You will receive a clinical faculty appointment at UBC and engage in mutually agreed upon teaching activities. You can anticipate involvement in departmental teaching programs encompassing undergraduate and graduate students, resident training, research as well as administrative tasks including committee work.

Salary and hospital rank will be commensurate with qualifications and experience. Please submit a letter of application, a current CV and the names of 3 references to:

Dr. James B. Cullen, Medical Director and Head
Department of Pathology and Laboratory Medicine
Faculty of Medicine, UBC
855 West 12th Avenue, Vancouver, BC V5Z 1M8
Email: jcullen@vchosp.ubc.ca; fax: 604.875.5707.

In accordance with Canadian immigration requirements, this notice is directed only to Canadian citizens and permanent residents of Canada.



www.vch.ca

Chair

Department of Electrical & Computer Engineering

Concordia University's faculty of Engineering & Computer Science is seeking a dynamic leader for its Department of Electrical & Computer Engineering. We are looking for an accomplished scholar who can provide academic and administrative leadership to one of the best Departments in Canada. Candidates should have a PhD in electrical or computer engineering, excellent research and teaching record, record of strong external research funding, demonstrated administrative abilities, and registration or commitment to registration as a professional engineer. Excellent communications skills and demonstrated outreach to the community and profession are required.

The Department has 45 faculty complement specialized in the areas of Communications, Software Engineering, Power, Electronics, and Computer Hardware. It offers undergraduate programs in Electrical Engineering (Electronics/Systems and Telecommunications) and Computer Engineering (Systems Hardware and Systems Software) in regular and coop streams. At the graduate level, the Department offers MSc, MEng and PhD programs, as well as several graduate certificates. The Department caters to part time and full time students; 1,125 undergraduate and 449 graduate research, in addition to 380 enrolled in graduate course programs. The Department renowned in many areas of research, it has 7 Canada and Concordia Research Chairs and several Research Centers of Excellence.

The Faculty of Engineering & Computer Science is recognized as one of the most dynamic and innovative schools of engineering in Canada. It has a complement of 175 faculty members in the departments of Building, Civil & Environmental Engineering, Computer Science & Software Engineering, Mechanical & Industrial Engineering, Electrical & Computer Engineering, Concordia Institute for Information Systems Engineering, and the General Studies Unit. The Faculty is in the process of moving to its new Engineering Building downtown Montreal.

Applications and nominations should be forwarded to:

Dean, Faculty of Engineering & Computer Science
Concordia University
1455 de Maisonneuve Blvd. West, LB-1001
Montreal, Quebec, Canada, H3G 1M8

For more information on our Faculty, visit our Website: www.eneconcordia.ca

Candidates will be considered until the position is filled.
Concordia University is committed to employment equity.



Concordia
UNIVERSITY

Real education for the real world

www.concordia.ca

Montreal, Quebec, Canada

Reserve action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the University website: www.brocku.ca

HISTORY/POLITICAL SCIENCE - University of Waterloo

Applications are invited for a tenure-track position for a joint appointment in the Departments of History and Political Science at the University of Waterloo at the Assistant Professor level. Applications must have a background in International History/International Relations to teach courses in the Department of History and Political Science. The candidate is expected to contribute to teaching at the undergraduate level in a large class environment and at the graduate level. The appointment is effective September 1, 2005. Salary negotiable. Send applications to: CV, teaching dossier, 2 or 3 samples of recent scholarly work, and three letters of reference to Professor Patrick Harrigan, Chair, Department of History and Political Science, Waterloo, Ontario, N2L 3G1, Canada, by August 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. Please note that applications sent by fax or e-mail will not be accepted.

INDUSTRIAL DESIGN - Carleton University

Applications are invited for a tenure-track position at the rank of Assistant Professor in the School of Industrial Design to commence January 1, 2006 or earlier. This position is subject to budgetary approval. We are looking for a faculty member with a strong commitment to teaching and research, and candidates will be evaluated on the basis of demonstrated abilities in these areas. An emphasis in industrial design will be preferred. An interest in strategic design, ethnographic and/or ecological design issues would be an asset. A professional degree in industrial design is an advantage, particularly if the PhD is in the discipline. A related program leads to a Bachelor of Industrial Design (BID) degree. The successful candidate will teach Industrial Design Methodology and/or Design History. Currently the school is planning a graduate program at the masters level. This successful candidate will be expected to plan an action plan for this development. We are in the process of updating our program. Information on the School and its program can be obtained from our website: <http://www.id.carleton.ca>. Candidates should send a letter of interest and design education philosophy, resume, design portfolio

Athabasca University

Canada's Open University

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 30,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the position of:

Associate Professor Marketing Management

Centre for Innovative Management

The Centre for Innovative Management (CIM) is Athabasca University's graduate school of business, home of Canada's largest Executive MBA, and is located in the City of St. Albert. Visit our website at www.mba.athabasca.ca

Candidates must be competent in the use of computing technology, demonstrate strong research skills and innovative approaches to teaching, and be able to make a significant contribution to the development of MBA and doctoral level programs. Successful candidates will hold a PhD in Marketing and have a combination of relevant teaching, research and management experience. Candidates who have a secondary specialties and cross-disciplinary teaching experience in other areas of management, particularly economics or finance, are encouraged to apply. Experience supervising doctoral students is preferred.

This is a tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Please refer to the full job profile on our Web site at www.athabasca.ca/cj/profiles

Further information about this position may be obtained from Dr. Lindsay Redpath at (780) 418-7535 or via e-mail: lindsay@athabasca.ca

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, curriculum vitae, and the names and addresses of three referees by May 15, 2005, quoting competition #CA-APMM-0308. Applications should be mailed to the Human Resources Advisor, Human Resources, at rasume@athabasca.ca



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally under-represented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and persons of visible minorities.

www.athabasca.ca

CAREERS CARRIÈRES

(minimum 30 labelled images with explanations); slides of CD-ROM and three (3) letters of reference to: Lois Franiak, Chair, Faculty Search Committee, School of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6; Telephone (613) 520-5672; Fax (613) 520-4465. Applications will be accepted until April 25, 2005 until the position is filled. All qualified women are encouraged to apply. The applications of women and permanent residents will be given preference. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

INDUSTRIAL DESIGN — Carleton University, Ottawa, Ontario, invites applications for a nine (9) month term position as a full-time Lecturer in the School of Industrial Design, to commence August 2005. This position is subject to budgetary approval. Applicants should have a minimum of three (3) years industrial design practice, a professional degree in industrial design or a related field, an advanced degree in industrial design, and an advanced degree in the same or a closely related field. Proficiency in the use of computer-aided design practice is essential. Experience in teaching industrial design and related areas of design, teaching, and research is required. The successful candidate will teach studio and courses related to design practice for the capabilities of industrial design. The four-year program leads to a Bachelor of Industrial Design (BID) degree. Currently the school is planning a graduate program in Industrial Master level. Information on the Schools' programs can be found on the Schools' website: <http://www.id.carleton.ca>. Applications should send a letter of interest and design education philosophy, resume, design portfolio (minimum of 10 pieces), and three letters of reference (CD-ROM and three letters of reference) to: Professor Les Frankel, Director, School of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: 613-520-5446; fax: 613-520-5447. Applications will be accepted until April 25, 2005 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadian men and women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

Canada Research Chair (Tier II) in Plant Biology



The Department of Biological Sciences at the University of Calgary seeks applications for a Tier II Canada Research Chair in the area of Plant Biology, with a research emphasis on basic or applied aspects of plant bioproducts. Tier II Canada Research Chairs are targeted at individuals who have demonstrated the potential for research excellence. The successful candidate for this position is expected to develop a vigorous, externally funded research program, and participate in some undergraduate and graduate teaching. This tenure-track appointment will be at the Assistant/Associate Professor rank, and is coupled with substantial infrastructural support through the Canadian Foundation for Innovation. The Canada Research Chairs Program has been established to enable Canadian universities to foster research excellence and enhance their role as world-class centres of research. Detailed information about this program can be found at <http://www.chairs.gc.ca>.

The University of Calgary has identified Plant Biology as one of its areas of research excellence. Expertise exists in areas of plant molecular biology, development, biotechnology, stress and hormone physiology, cell biology, biochemistry, anatomy, and taxonomy. Biological Sciences (<http://www.bio.ucalgary.ca>) is a large and diverse department with excellent equipment and facilities. Including a recently upgraded phytootron.

A complete application should include a CV, representative publications, and statements of research interests. Candidates should arrange to have three letters of reference sent under separate cover. Deadline for receipt of all materials is **May 15, 2005**. Please send applications to: **Dr. D. M. Reid, Head, Department of Biological Sciences, Faculty of Science, University of Calgary, 2500 University Drive N.W., Calgary, AB, T2N 1N4 Canada. Fax: (403) 289-9311**
Email: headbio@ucalgary.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

please visit www.ucalgary.ca/hr/career

1. 2005, in the School of Information Technology. This position is subject to budgetary approval. The B.I.T. degree program offers three distinct streams: a specialization in Information Systems, a specialization in Interactive Multimedia, and Design. These programs are unique in Canada and provide an innovative mix of courses, drawing on a variety of disciplines. The program committee is seeking candidates with a background or hands-on training in further information on the B.I.T. program. Further information on the B.I.T. program is available from www.BITdegree.ca. Candidates must have a Ph.D. in one of the disciplines listed above, or a related discipline, demonstrate strong commitment to both teaching and research, and demonstrate research on the basis of demonstrated teaching and research ability. In the areas of advanced communications networks and systems, telecommunications, and computer programming, some industrial experience would be an asset. Applications, with a curriculum vitae, and the names of three referees should be sent to: Dr. S.A. Mahmood, Faculty of Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1 by December 5, 2005. Tel: 519-885-1250 ext. 3300; Fax: 519-885-7940; E-mail: sam@uwaterloo.ca.

KINESIOLOGY—Simon Fraser University, Simon Fraser University invites applications for the position of Director of the School of Kinesiology (<http://fs.sfu.ca/kin/>). The School of Kinesiology is one of six Schools in the Faculty of Applied Sciences. The Director is responsible for the academic and administrative functions of the School. The appointment for this position will be made at the level of professor or Associate Professor or Professor. The appointee will have an outstanding scholarly record in a relevant discipline and significant teaching experience. The Directorship is a 5-year nonrenewable appointment and is available from September 1, 2005. The School of Kinesiology at Simon Fraser University has an international reputation for interdisciplinary research in a wide range of aspects of human structure.

and function. Research fields include: behaviour, biomechanics, health behaviour, rehabilitation, ergonomics, and a number of sub-disciplines within physiology and psychology. The School has approximately 1000 graduate students and faculty, and honours students and offers MSc and PhD programs to approximately 50 graduate students. There are currently 25 faculty in the School. Applications from its own program and from other universities in areas such as Engineering Science. The Director would like to see an evolution in the creation of a newly developed biomedical engineering program, and a new Faculty of Engineering. Simon Fraser University is consistently one of the top ten universities in Canada in the teaching of sciences. The School of Kinesiology is located at the Burnaby Mountain campus in Greater Vancouver. It also offers programs in the Health Sciences and Surrey campus. The Lower Mainland and Southwestern British Columbia is unique in Canada for its mild climate and excellent recreational opportunities, and renowned as one of the most dedicated places to live and work. Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities and aboriginal people. Persons with disabilities who self-identify as disabled and符合条件的候选人 are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications will be accepted until April 30/05 or until

The position is filled. Applicants should send a letter of application, curriculum vitae, and copies of three journal articles that are most representative of the applicant's research, to Dr. Brian Lewis, Dean, Faculty of Applied Sciences, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6.

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■ LANGUAGES & LITERATURES — Wilfrid Laurier University, Department of Languages and Literatures invites applications for a two-year *Assistant Professor* appointment at the rank of *Assistant Professor*, commencing July 1, 2005, subject to budgetary approval. The Department is interested in candidates whose research interests in Arabic language and culture, and academic training in a related area like poetics, culture and theory of the Middle East, include some field or near-mastery in Arabic; experience teaching introductory levels of Arabic; familiarity with and commitment to innovative methods of pedagogy; teaching are an important priority; and publication and research experience are required. Applications should be sent to a letter of application, a CV, a writing sample (max. 25 pages), a teaching dossier with teaching evaluations, teaching outline, and outline for three letters of reference to be sent to: Dr. Ira Schatzel Chair, Department of Languages and Literatures, Wilfrid Laurier University,

75 University Ave., Waterloo, ON, N2L 3G5 (E-mail: lashcroft@wlu.ca). The deadline for receipt of materials is May 1, 2005. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity, and welcomes applications from all qualified women and men including persons in a visible minority, persons with disabilities, and aboriginal people.

 Memorial
University of Newfoundland

3-YEAR CONTRACTUAL POSITIONS IN MATHEMATICS

Department of Mathematics & Statistics

The Department of Mathematics and Statistics at Memorial University of Newfoundland invites applications for two three-year contractual positions (subject to budgetary approval) at the Assistant Professor level in Mathematics, starting September 1, 2005. Applications from all areas of Pure and Applied Mathematics will be considered.

A completed earned doctorate is required at the time of appointment, along with evidence of outstanding research and excellent teaching.

Review of applications will begin June 1, 2005, and continue until suitable candidates have been identified. Candidates should submit a Curriculum Vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy. They should also arrange for the names and addresses of three referees to be sent to:

Interim Head of Department
Department of Mathematics & Statistics
Memorial University of Newfoundland
St. John's, NL, A1C 5S7 Canada
E-mail: mathstat@math.mun.ca
Internet: www.math.mun.ca

The appropriate code **MUST** be used on all correspondence.
Applied Mathematics VPA-MAST-2005-004
Pure Mathematics VPA-MAST-2005-005

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

**CANADA RESEARCH CHAIR IN
PUBLIC POLICY RELATED TO GENDER &
CRIMINAL JUSTICE**

The Department of Political Science and the Department of Sociology and Anthropology, University of Guelph, are seeking an outstanding individual to be nominated for a Canada Research Chair (Tier II), in the area of: "Public Policy Related to Gender and Criminal Justice." A potential Canada Research Chair in this area should be well established both in terms of publications and research funding, be able to set a benchmark for themselves and for other researchers in the area, and have the potential to achieve international recognition over the next five to ten years. The successful candidate will hold a joint appointment in Political Science and Sociology/Anthropology. The candidate will be expected to establish a strong, well-funded research program and advise a significant number of graduate students. Accordingly, this position will have a reduced undergraduate teaching load.

The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian universities to achieve the highest levels of research excellence in the global, knowledge-based economy. Complete information about the Canada Research Chair program may be found at www.chsrn.gc.ca. The successful candidate's research program is expected to correspond thematically with the University of Guelph's Strategic Research Plan (www.uoguelph.ca/reseach/policy).

An application, with detailed statement of interests including potential research plans, a full curriculum vitae, and 3 professional letters of reference should be submitted by May 6, 2005 to Dr Ken Woodside, Chair, Department of Political Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 Fax 519-825-9561. E-mail: kwoodside@uoguelph.ca.

The University of Guelph is committed to an open and transparent recruitment process. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

**UNIVERSITY
of GUELPH**

CAREERS CARRIÈRES

engineering and science departments, offers a unique environment for collaborative research. The Department has identified basic research needs for energy production and storage as strategic areas for research, but outstanding candidates from all areas of materials engineering and science disciplines are invited to apply. A Ph.D. in Materials Science, Materials Engineering, or other relevant disciplines with a strong background in polymer science and engineering is required. The applicant will be expected to conduct an independent and vigorous research program, and to complete fully in under graduate and graduate level teaching. The successful applicant will be eligible to seek registration as a Professional Engineer in British Columbia. It is expected that the successful applicant for this position will make a significant contribution to the teaching and research of three faculty members. The starting date will be September 2005, or as soon as

possible thereafter. Further information on the department is available at www.mcmaster.ca, and on environmental science in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia (UBC) is an equal opportunity employer committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given preference. Persons with disabilities who require accommodation in order to apply or to participate in the hiring process are invited to self-identify upon application. Applicants should submit a complete curriculum vitae (indicating country of citizenship), a statement (1–2 pages) of research and teaching interests, and three letters of reference. Please add the names of three referees to Professor David Desjardins, PEng, Acting Head, Department of Mechanical Engineering, University of British Columbia, 2214 Main Mall, Vancouver, BC, Canada V6T 1Z4. Candidates are invited to apply by April 30, 2010. The competition will remain open until the position is filled.

■ MATHEMATICS — University of Waterloo. Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. Send applications to: Department of Mathematics, 2102 University Hall, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. Applications must be received by January 15, 2005. The application form is available online at www.math.uwaterloo.ca/~gradinfo/. The application form is also available from the Department of Mathematics at the first and second year level, and to teach service courses in Calculus and Differential Equations to Engineering students. Applications are invited from individuals with a Ph.D. degree or preferred, although those with a Masters degree will also be considered. Candidates must present evidence of research potential and excellence in teaching. Successful candidates may be eligible for appointment as a Continuing Lecturer. Applications may be considered for an ongoing appointment as a Continuing Lecturer. Applications should be directed to Dr. Alan George, Dean, Faculty of Mathematics.

UNIVERSITY OF WATERLOO – Waterloo, Ontario
Applications for the University of Waterloo’s MSc program in Applied Mathematics should include a curriculum vitae and the names and addresses of at least three referees. The deadline for receiving applications is January 15. Applications received after this date will be considered only if no position has been filled. The University of Waterloo encourages applications from women, members of visible minorities, native people, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first.

Acadia Schools invites applications for the position of **Acadia University Academic Advisor** for the winter term commencing March 30, 2005, and will continue until the position is filled. Acadia University has been designated as a designated foreign postsecondary organization in technology innovation and entrepreneurship, and supports and expects faculty members to explore the use of information technology in teaching, learning, research, and development, application, and implementation of Canadian immigration requirements, this advertisement is directed at the first instance to Canadian citizens and permanent residents of Acadia University who possess the right to fill all positions or full positions at a level different from the advertised level of merit. Information about the application process may be found at <http://www.acadia.ca/advisor/>.

The University of Alberta is one of the major research universities in Canada with over 36,000 students and faculty. The university has over \$375 million/year of (which more than half comes from the Department of Medicine), more than 400 distinct research laboratories and clinics, and a teaching staff of over 2,000 faculty and programs. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 awards. The university is located on a 89 hectare campus area with outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, Commonwealth Games and the 1990 B.C. Commonwealth Games.

ASSOCIATE DIRECTOR
CANADIAN BARCODE OF LIFE NETWORK

(Temporary full-time for five years, with the possibility of extension)

The Canadian Barcode of Life Network seeks an Associate Director. This position involves responsibility for management of the Network, an activity that will require regular interactions with participating researchers and funding agencies. The incumbent will also be a core member of the scientific team and is expected to maintain a productive research program. Although teaching responsibilities will be modest, opportunities will exist for involvement in graduate level courses and student supervision. The appointment will be made at the Assistant Professor rank with the position based in an appropriate academic Department.

Candidates must hold a PhD in the biological sciences, ideally in molecular evolution or systematics, and must have at least three years of postdoctoral experience. A sustained record of publication in the scientific literature and prior administrative experience at a senior level in a major natural history museum or collections facility is critical. Candidates must have demonstrated leadership ability and must possess strong communication skills as well as experience in the assembly of grant applications.

The Canadian Barcode of Life Network is a multidisciplinary initiative based at the University of Guelph, dedicated to advancing the science of species identification through the use of DNA-based systems. Its work will be executed in close collaboration with international organizations sharing this mission. For information, visit www.barcodinglife.org

Applicants should submit a *curriculum vitae* and arrange for three letters of reference to be sent to Dr. Paul Hebert, Scientific Director, Canadian Barcode of Life Network, Department of Integrative Biology, University of Guelph, Guelph, ON, Canada N1G 2W1. To ensure full consideration, complete application

All qualified candidates are encouraged to apply.

however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

**UNIVERSITY
of GUELPH**

Vice-President (Finance & Resources)

University Of Saskatchewan

Located on one of Canada's most beautiful campuses, the University of Saskatchewan is internationally recognized for its contributions to teaching, scholarship, research, and innovation. Home to the Canadian Light Source synchrotron, the University offers a broad range of academic and professional programs, along with exciting research opportunities, to more than 19,000 students with an academic community of 4,654 faculty and staff. The annual operating budget is \$230 million, physical plant is valued at more than \$1 billion, and annual revenues from all sources exceed \$520 million. For more information about the University of Saskatchewan please visit www.usask.ca.

The University of Saskatchewan seeks an accomplished leader who will facilitate effective working relationships at all levels, while championing the University's collaborative values and spirit. Reporting to the President, the Vice-President (Finance & Resources) will provide leadership for several administrative units at the University of Saskatchewan. S/he will oversee the provision of sustainable, leading-edge services, resources and assets in the areas of campus lands and buildings, finance, human resources, health and safety, security, consumer services, corporate administration and other related areas.

In this wide-ranging and challenging portfolio, the VP (F&R) will function effectively in a highly demanding environment that requires constant scanning for issues and challenges against multiple priorities and demands on limited resources. S/he will actively participate in the planning processes, ensuring strategic and

operational plans are in place to meet the University's priorities, and will play a key role in initiating, sponsoring, implementing and managing organizational change.

The ideal candidate will possess outstanding organizational, interpersonal and communication skills to meet the needs of a dynamic and complex academic environment. An analytical and creative thinker, s/he will demonstrate fiscal responsibility and will promote integrity and accountability in developing strategies and solutions. S/he will be attracted to a campus culture based upon the principles of collegiality, openness and teamwork and will possess knowledge of each of the portfolio areas.

Consideration of candidates will begin in April 2005, and the successful candidate will take office on July 1 or soon thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities and members of visible minorities) are encouraged to self-identify on their applications. Nominations⁷ and applications, including the basis on which the individual merits consideration, should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311



Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors

JWA

CAREERS CARRIÈRES

research program that will support the research goals of both Departments. Recent developments within the Department include the establishment of a Center for Functional Genomics and Host Defense (which includes a state-of-the-art proteomics facility), the modernization of the electron microscopy facility. This position will candidate will occupy the tenured faculty position devoted to the study of infectious diseases. Current programs in bacterial pathogenesis include the study of Legionella, Helicobacter, Streptococcus, Listeria and Arcanomas, as well as an extensive molecular mechanisms. Host response mechanisms to pathogens, Helicobacter and Listeria research in this area are being developed in collaboration with medical students and clinician researchers at Dalhousie University. The candidate's research program should complement current areas of interest, e.g., molecular biology, PhD, postdoctoral experience and have demonstrated their potential to conduct research, and teach within the areas of medical microbiology and/or molecular bacterial pathogenesis. Academic rank will depend on date of hire from this publication. Please send curriculum vitae, a two-page description of your proposed research program, a brief statement of teaching philosophy, the names and addresses of three referees, and a reference to Christopher Anjewski, Administrator, Department of Microbiology & Immunology, Dalhousie University, SSO College of Health Sciences, Halifax, Nova Scotia, B3H 1X5. Enclose carioweb applications. All candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ MOLECULAR BIOLOGY & BIOCHEMISTRY — St. Francis Xavier University, Antigonish, NS, has an opening for a tenure-track position. Applications are invited for one full-time Lecturer. This continuing position will start on September 1, 2005. Duties will include teaching 2000-level and 3000-level undergraduate and graduate courses, and administrative duties, including course development. The Lecturer may also be called upon to teach 4th year courses in accordance with expertise. Applicants should have a PhD in a relevant discipline, or equivalent, and teaching experience, and a primary interest in teaching. Applicants should forward a complete C.V. and teaching dossier and three letters of reference to Dr. Michael J. Lester, Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5S 1SC. Closing date for applications is June 1, 2005. The search committee will begin reviewing applications on the web site: www.sfu.ca/mabb/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

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■ OCCUPATIONAL THERAPY — Dalhousie University. Applications are invited for one full time Probationary Tenure Track position at the Assistant or Associate Professor level beginning August 2005. The School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, will commence with qualifications and experience. The ideal candidates will have a PhD/doctoral degree or PhD in progress and be eligible for registration as a Clinical or Occupational Therapist of Nova Scotia. The Probationary Tenure Track position encompasses research, teaching and administration. Preference in readiness to work with diverse clients will be an essential. Consideration of applications will begin immediately. Interviews will begin April 1st, 2005 and will continue until the position is filled. Please submit a letter of interest, a curriculum vitae, certificate of eligibility for an occupational therapist license in Nova Scotia, names and e-mail addresses of three referees (academic or professional) to: Chair, Appointments Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 1S5 (fax: 902-494-1229; e-mail: occupationaltherapy@dal.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Subject to budget approval.

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■ NEUROLOGICS — University of Alberta. The University of Alberta/Capital Health Evidence-based Practice Center (EPC) is seeking an Associate Director of Research for this vibrant, active and interdisciplinary research program. This research center is housed in the Department of Pediatrics at the University of Alberta in Edmonton, Alberta. The EPC is a joint venture through Capital Health and Quality (AHQ) and other partners to develop evidence reports on a variety of nominated topics. The incumbent will function as an Associate Director of Research. This will include the following responsibilities: responding to requests for proposals from AHQ; acting as investigator or co-investigator on relevant EPC projects; providing leadership and direction to the EPC; and assisting with the development and execution of the methodological research agenda of the EPC contributing to the administration of the EPC; conducting studies, research, and one-term planning; and participating in additional EPC activities such as the annual Putting Evidence Into Practice (PEP) Workshops. While the EPC will provide side-by-side support, we expect the individual to be eligible for individual salary support awards such as a Population Health Investigator (PHI) award from CIHR or an Investigator award from the Canadian Institutes of Health Research (CIHR). Candidates for this position will have a PhD or MSc in Epidemiology or related field. Candidates should also have experience in conducting systematic reviews. Computer-based research interests. Strong oral and written communication skills in English are essential and evidence of peer-reviewed publications is desirable. This is a full-time, grant-supported position. The candidate will occupy the tenured faculty position devoted to the study of infectious diseases. Current programs in bacterial pathogenesis include the study of Legionella, Helicobacter, Streptococcus, Listeria and Arcanomas, as well as an extensive molecular mechanisms. Host response mechanisms to pathogens, Helicobacter and Listeria research in this area are being developed in collaboration with medical students and clinician researchers at Dalhousie University. The candidate's research program should complement current areas of interest, e.g., molecular biology, PhD, postdoctoral experience and have demonstrated their potential to conduct research, and teach within the areas of medical microbiology and/or molecular bacterial pathogenesis. Academic rank will depend on date of hire from this publication. Please send curriculum vitae, a two-page description of your proposed research program, a brief statement of teaching philosophy, the names and addresses of three referees, and a reference to Christopher Anjewski, Administrator, Department of Microbiology & Immunology, Dalhousie University, SSO College of Health Sciences, Halifax, Nova Scotia, B3H 1X5. Enclose carioweb applications. All candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Subject to budget approval.

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have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities.

■ PHYSICS — University of Waterloo. The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor levels. The nature of the following is the theoretical physics of quantum gravity, including quantum theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches to quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (ii) astroparticle physics, including early universe inflation, dark matter, standard model alternative to dark matter and dark energy, gravitational lensing, and gravitational waves.

All applicants must hold a PhD degree, a record of outstanding research, and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates

should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent to: Prof. Brian Latta, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 3G1, tel: 519-885-1211, fax: 519-885-1212. PHYSICS@WATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage application from under-represented groups. Further information about the department can be found on our WEB page: <http://www.physics.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ PHYSICS — Acadia University. The Department of Physics invites applications for an Instructor Position (#2005B1) commencing July 1, 2005. The successful applicant should hold a MSc in Physics, be proficient in teaching introductory and intermediate electronics and demonstrate commitment to excellence in undergraduate teaching. Qualifications required include a record of teaching research, and a record of teaching at the first-year and second-year labs. In conjunction with the Acadia Advantage project, the Department offers its first year physics classes in a studio format which is based on students having a notebook and laptop computer for computation and analysis. The Instructor assists with instruction and preparation of materials for the studio class. A curriculum vitae and three letters of reference should be sent to Dr. Bryan Latta (902-585-2202) via email: bryan.latta@acadiau.ca; or fax: 902-585-2181; or by courier to: Department of Physics, Higgins Science Hall Room 225, 12 Uni-

2005-2006

Scholar-in-Residence Award

Newfoundland and Labrador Centre for Applied Health Research

The Newfoundland and Labrador Centre for Applied Health Research, based at Memorial University in St. John's, has a mandate that covers all faculties and schools of the university, as well as researchers employed in health and community services institutions across the province of Newfoundland and Labrador.

NLCAHR offers programs and funding to help increase the capacity of researchers in Newfoundland and Labrador to carry out high-quality research on health matters with a relevance to public policy and clinical decision making.

Information:
www.nlcahr.mun.ca
nlcahr@mun.ca
 709.777.6993

NLCAHR invites applications for a new Scholar-in-Residence Award. The award provides funding for an academic researcher to spend one or two terms at Memorial University beginning in September 2005 or January 2006. A stipend of \$7,500 per semester and a travel fund are provided.

The Scholar-in-Residence will be an academic with a strong record of applied health research in areas such as health services, health policy, population health, or other related areas that connect to the interests of local scholars and to the research priorities of NLCAHR.

Deadline for applications: May 1, 2005



McGill

Dean, Faculty of Agricultural and Environmental Sciences

McGill University invites expressions of interest in the position of Dean of the Faculty of Agricultural and Environmental Sciences, with the appointment to be effective June 1, 2005.

Established in 1821, McGill University is an internationally known, research-intensive university and a Canadian leader in higher education. Located in Montreal, one of the world's great cities, the University benefits from a milieu rich in culture, recreation and diversity.

The Faculty of Agricultural and Environmental Sciences is a most unique and interesting unit with many interdisciplinary opportunities and a high degree of collegiality. It is located on McGill's Macdonald Campus, which occupies 650 hectares in a beautiful waterfront setting on the western tip of the island of Montreal. The Dean has a key role in the overall development of this campus, which is the largest green space in the area, and includes an arboretum, a museum, a nature preserve and an experimental farm.

The Faculty includes six departments which focus on agriculture, biotechnology, bioprocessing, food, and the environment, and three interdisciplinary research centres, as well as the Institute of Parasitology, and the School of Dietetics and Human Nutrition. Internationally recognized degrees at the undergraduate and graduate level in the fields of natural sciences, environment, agriculture, food, applied economics, and engineering are offered in small classes, with cooperative study as a standard

feature, and the opportunity for study abroad in all programs. It enjoys a number of external partnerships as well as joint programs and cooperative arrangements with almost all of the other faculties at McGill. Further information about the Faculty may be found at www.mcgill.ca/macdonald/.

The successful candidate will be able to initiate change, motivate and inspire faculty, staff, and students to help define and further the objectives of the Faculty, as well as seek and obtain the resources needed to implement programs and strategies. He or she will be a distinguished scholar with a deep appreciation for research, teaching and service, and a record of demonstrated and effective leadership as a scholar and administrator, and will be an ambassador with the neighbouring communities and other external partners.

The Advisory Committee will begin its review of candidates in March 2005. McGill is committed to equity in employment.

Applications including a full curriculum vitae, letter of introduction and the names of five references (who will not be contacted without consent of the applicant) should be forwarded in confidence:

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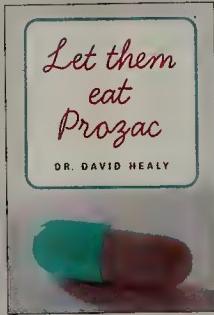
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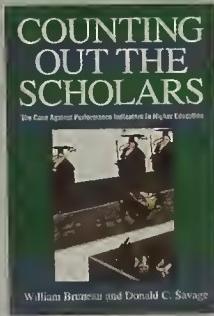
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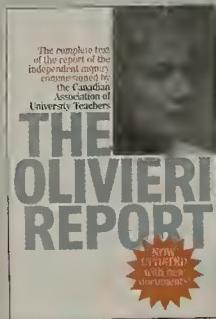
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